

USA GYMNASTICS
ATHLETE SELECTION PROCEDURES
2011 PAN AMERICAN TEAM
WOMEN'S ARTISTIC
February 2, 2011
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:

Athlete must be a citizen of the United States time of nomination and hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

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

- Athlete must be a minimum of sixteen (16) years of age by December 31, 2011
- Hold a valid FIG Athlete License

3. Other requirements (if any):

Athlete must be a member in good standing of the 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.

2011 Visa Championships - August 10-13, 2011 in St. Paul, MN
Final Pan Am Selection Camp - September 2011 in Houston, TX
(specific dates to be determined)

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.

Qualification for the 2011 Visa Championships is:

- By score (scores are listed in the 2010-2011 Women's Rules and Policies (http://www.usa-gymnastics.org/pages/women/pages/rules_policies.html) from a 2011 National Qualifying Meet or the 2011 US Classic or International competitions within the current competitive year;
or



- By score (scores are listed in the 2010-2011 Women's Rules and Policies (http://www.usa-gymnastics.org/pages/women/pages/rules_policies.html) of a current National Team Member from a verification training camp within the current competitive year; or
- By being one of the seven (7) members of the 2010 World Championships Team; or
- Accepted petitioned athletes (See 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, an individual athlete may qualify for one of five slots if she places in the top 57 per individual event.

The process for qualification/selection to the 2011 Pan American Games Team - 6 athletes - is a combination of the 2011 Visa Championships results, the Final Pan Am Selection Camp and discretionary selection criteria.

1. The top two (2) All Around Senior athletes from the 2011 Visa Championships, and minimum of eight (8) additional athletes from among the competitors at the 2011 Visa Championships and petitioned athletes will be invited to the Final Pan Am Selection Camp.
2. The Final Pan Am Selection Camp will be used to select team members for both the 2011 World Championships team and the 2011 Pan American Games team. Team members may be chosen for *either or both* the World Championships or Pan American Games at this camp.
3. Using the criteria listed in II.B., the Selection Committee will name the 2011 Pan American Games Team at the conclusion of the Final Pan Am Selection Camp.

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

Selection Committee Members
National Team Coordinator, Martha Karolyi
International Elite Committee Chairman, Steve Rybacki
Athlete Representative, Nastia Liukin



II. DISCRETIONARY SELECTION

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 solely by the All Around rank order and be competitive for both team and individual event medals. The current rules do not require athletes to compete in the All Around competition, which necessitates evaluating Individual Event strength and contribution to total team score.

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

The Selection Committee will use the following criteria when selecting members for the 2011 Pan American Games Team:

- Results from 2011 National Qualifying Meet, the 2011 US Classic, International competitions, 2011 Visa Championships and Selection Camps.
- D - scores (Difficulty)
- E- scores (Execution)
- Consistency - percentage of hit routines
- Composite Strength of all the Pan Am Team Members
- World Class presentation
- Readiness to compete
- Physical capability to fulfill the training plan as outlined in the Women's Responsibility Manual (Attachment B).

C. Petition Rights:

Notwithstanding the process identified in the preceding sections of these Selection Procedures, USA Gymnastics recognizes that extraordinary and unforeseen circumstances may occur which would cause an athlete otherwise deserving of a spot on the 2011 Pan American Games team because of her previous competition results to be unable to participate in one or more steps in that process.

1. Procedures for petitioning into the 2011 Visa Championships are listed in the 2010-2011 Women's Rules and Policies (http://www.usa-gymnastics.org/pages/women/pages/rules_policies.html).
2. Petitions into the Final Pan Am Selection Camp will be considered by the Selection Committee, in consultation with the Vice President of Program, for any previous member of an Olympic or World Championships team, any athlete who has competed at the 2011 U.S. Classic (location and dates to be



determined), or any athlete who competed on an international assignment in the fall of 2010 or spring of 2011.

3. In order to be considered by the Selection Committee, petitions must be submitted in writing to the USA Gymnastics national office as soon as practical after the athlete becomes aware of her inability to participate in the process described above, but no later than the conclusion of the 2011 Visa Championships.
4. 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 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 USA Gymnastics.

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:

Selection Committee Members

National Team Coordinator, Martha Karolyi

International Elite Committee Chairman, Steve Rybacki

Athlete Representative, Nastia Liukin

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 the USA Gymnastics:

- Voluntary withdrawal. Athlete must submit a written letter to 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/her injury will be assumed to be disabling and he/she may be removed.
- Violation of the USA Gymnastics' Code of Ethics (Attachment A, Exhibit A) or the Women's Responsibility Manual (Attachment B).



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

Athletes may be removed after acceptance of nomination in the event of an injury or illness which inhibits peak performance. According to the National Team Funding and Support Agreement, athletes must submit to any medical diagnosis that is requested by USA Gymnastics to assure that the athlete is able to compete and is not at risk for further injury. Verification of the injury or illness will be made by two doctors selected by USA Gymnastics and approved by the USOC.

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 Selection Committee will identify up to three (3) potential replacement athletes for the 2011 Pan American Games Team who may or may not travel to the Games in Guadalajara, Mexico, using the same 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:

Should a Team Member be removed or withdrawn, the replacement athlete will be selected from among the pool of replacement athletes based upon the needs of the team.



- ii. after acceptance of nominations by the USOC:

See IV.B.i.

- 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 Members

National Team Coordinator, Martha Karolyi

International Elite Committee Chairman, Steve Rybacki

Athlete Representative, Nastia Liukin

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

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

Selection Committee

- b. after acceptance of nominations by the USOC:

Should a replacement athlete be necessary, the National Team Coordinator and the personal coaches of the 2011 Pan American Games Team members will determine the replacement athlete. If one of the replacement athletes has the same coach as a team member, that coach would be recused.

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 Olympic, Paralympic, Pan American or ParaPan American Games and are included as attachments:

2010 National Team Funding and Support 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 the 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: *USA GYMNASTICS MAGAZINE*
- C. Other: Directly distributed to the age eligible National Team Members.

VIII. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOC on September 21, 2011.

IX. MANDATORY TRAINING AND/OR COMPETITION

Final Pan Am Selection Camp will be held in September 2011 at the Women's National Team Training Center in Houston, TX. The exact dates will be determined later but the camp will be a maximum of 5 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:

The International Elite Committee drafted these Selection Procedures:

Coach Representatives	Valeri Liukin
	Mihai Brestyan
	Marvin Sharp
National Team Coordinator	Martha Karolyi
Athlete Representative	Nastia Liukin

XII. USA GYMNASTICS BYLAWS AND GRIEVANCE PROCEDURE



The USA Gymnastics Bylaws and Grievance Procedures can be found at:
www.usa-gymnastics.org

XIII. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, PASO, as applicable, and Pan American Union rules and procedures caused by a change in IOC, IPC, PASO, as applicable, and 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. NGB SIGNATURES

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

Position	Print Name	Signature	Date
USA Gymnastics President or CEO/Executive Director	Steve Penny		2/7/2011
Nat. Team Coach, Head Coach, or Nat. Program Director	Kathy Kelly		2/7/2011
USOC Athletes' Advisory Council Representative*	David Durante		2/7/2011

*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 USA Gymnastics, he/she may submit those reasons in writing to his/her Sport Performance representative.



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

This Agreement is entered into between USA GYMNASTICS (USA Gym), 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 USA Gym who has been selected to the USA Gym'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), USA Gym selects, trains and funds National Teams. As part of that process, USA Gym 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 USA Gym whose performance in USA Gym 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 USA Gym to develop my full potential as a gymnast.

Now, therefore, USA Gym and I agree as follows:

I. Athlete's Obligations

In consideration for the support provided by USA Gym 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 USA Gym, and I will conduct myself accordingly. I accept the responsibility, therefore, to comply at all times with USA Gym'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 USA Gym.
3. Competition. Recognizing the critically important role played by USA Gym'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 USA Gym. 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, USA Gym 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 USA Gym 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 USA Gym 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 USA Gym 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 USA Gym or FIG. I understand, however, that the eligibility rules of USA Gym 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 USA Gym 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 USA Gym,



- b. Promoting events sponsored or sanctioned by USA Gym, 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 USA Gym 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 USA Gym in advertising or promotions approved by USA Gym. 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 USA Gym 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, USA Gym 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 USA Gym's sponsors or suppliers. I recognize, however, the important role played by the sponsors of USA Gym, USA Gym 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 USA Gym 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 USA Gym 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 USA Gym. USA Gym has provided to me as Exhibit B to this Agreement a list of USA



Gym's sponsors and suppliers.

9. Promotion of the Team. Consistent with my training and competition schedule, I recognize that all of us involved in USA Gym 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 USA Gym, the Team, and USA Gym events. Such activities may include, but are not limited to, Team meetings, national and regional congresses, clinics, seminars, promotional appearances on behalf of USA Gym 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 USA Gym of the passport number and place and date of issue. I will also maintain current passport style photos for use by USA Gym 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 USA Gym. 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 USA Gym.
12. Medical Attention. I give my consent to USA Gym 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 USA Gym 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 USA Gym.
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 USA Gym, 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. USA Gym Obligations

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

1. Membership. USA Gym will provide me with a USA Gym team membership, including all insurance coverage and benefits associated with that membership as identified in Exhibit C.
2. Training. USA Gym'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 USA Gym and my coach. In addition, USA Gym will pay for the travel, lodging and meal expense associated with my participation in USA Gym training camps (if any) which I am required to attend.
3. Apparel. USA Gym will provide me with Team apparel if and when I am invited or assigned by USA Gym 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. USA Gym 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 USA Gym,.
6. Travel. USA Gym 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 USA Gym 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, USA Gym will have a trainer, nutritionist, sports psychologist and Team doctor available to assist the Team. In addition, USA Gym will assist me by identifying medical experts in other specialties or geographic locations with whom I might consult.
8. Representation. USA Gym has established and funds an Athletes' Council. That Council is charged under USA Gym's Bylaws with soliciting athlete input on pending policies and decisions and communicating to USA Gym 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. USA Gym will give me the right to call the USA Gym national office without charge to me. In addition, USA Gym 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.



Signature of ATHLETE _____ Date _____

Athlete Social Security Number _____

If athlete is under the age of 18:

As the legal parent and/or guardian for _____, I do hereby verify that I fully understand and accept each of the conditions for permitting my child to participate as a USA Gym National Team member.

Printed Name of
PARENT or GUARDIAN _____

Signature of
PARENT OR GUARDIAN _____ Date _____

USA GYMNASTICS

By _____ Date _____
President



Exhibit A - 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.



Exhibit B - USA Gymnastics Protected Categories

Sponsor	Category	Competitive Examples
Visa	Payments Services and Products	American Express, MasterCard, gift cards, retailer cards, etc.
AT&T	Telecommunications (including cellular, wireless, internet, cable, etc.)	T-Mobile, Verizon, Vonage, Comcast, AOL, Qwest, etc.
adidas	Athletic Apparel and Footwear	Nike, Puma, Converse, retailer specific lines (“Gap Athletic”), etc.
Tyson Foods	Beef, Chicken and Pork Based Protein Products	ConAgra, Sara Lee, Kraft, Hormel, Nestle, Boars Head, Grocery retailer (“Safeway”) product lines, etc.
Procter & Gamble (lead brands include CoverGirl and Secret)	Personal Care and Beauty Care	Product lines like cosmetics, shaving, antiperspirants, deodorants, body wash, soap, feminine care, hair care, hair color, oral care, skin care; Companies like Johnson & Johnson
American Athletic Inc. (Spalding)	Gymnastics Equipment	Endemic competitors such as Gymnova, etc.
Elite Sportswear/GK	Apparel Supplier to J.O. National Teams	Endemic competitors such as Alpha Factor, etc.

Broadcast Partner	Category
NBC and Universal Sports Network	Broadcast Rights

Suppliers and Licensees	Category
A-1 Awards	Awards Supplier
Deary's Gymnastics Supply (DGS)	Gymnastics Grips Supplier
St. Vincent's Hospital & Health Care Center	Sports Medicine and Health Care
Main Event	Online & Event Merchandise

Note: Sponsors and Suppliers are subject to change. For the latest list of partners, review usa-gymnastics.org or contact a member of the USA Gymnastics marketing team.



Attachment B



WOMEN'S TEAM RESPONSIBILITIES MANUAL

Revised 4/6/04

This manual includes the duties and responsibilities of the USA Women's Team for 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 designated as the Head Coaches (2), as well as those credentialed as personal coaches. 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.**

- 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.
- 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, 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 TBD at each event.
- National Team nutritional guidelines 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 meetings 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 decisions 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.
- Represent 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 team members.
- Report any serious problems to the Team Manager.
- Counsel team members as needed.
- Act as liaison for 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.

Signature

Date