



Rebecca Crawford
Chair
Team Selection Working Group

September 7, 2006

Glenn Merry
Executive Director
USRowing
2 Wall Street
Princeton, NJ 08540

Dear Glenn:

I am pleased to inform you that the USOC Team Selection Working Group has approved your Athlete Selection Procedures for the 2007 Pan American Games, including attachments.

Attached please find the final approved copy of your selection procedures, including attachments.

We look forward to assisting you in your preparations for the Games. Thank you.

Sincerely,

Rebecca Crawford, Chair
Team Selection Working Group

cc: Elpi Pagitsas
Team Selection Working Group

United States Olympic Committee
1 Olympic Plaza
Colorado Springs, CO 80909
Tel: 719-866-4965 Fax: 719-866-4288

United States Olympic Committee



ATHLETE
SELECTION PROCEDURE FORMS
for the

PAN AMERICAN GAMES

VERSION 4



USRowing
ATHLETE SELECTION PROCEDURES
2007 Pan American Games
July 26 , 2006

I. SELECTION SYSTEM

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

1. Citizenship:

All athletes must be a United States citizen and hold a current United States passport by the date of nomination of the team to US Rowing, May 30, 2007.

2. Minimum IF standards for participation (if any):

FEDERATION INTERNATIONALE DES SOCIETES D'AVIRON (FISA) requires athletes to sign the FISA commitment document, attached as Attachment A.

3. Other requirements (if any):

a. athletes must be individual members of, and be in good standing with USRowing

b. athletes must abide by Selection Procedures and USRowing Rules of Rowing requirements and regulations, found at:

<http://www.usrowing.org/uploads/docs/rulesofrowing.pdf>

B. Provide a brief summary outlining how an athlete is selected as a nominee to the Team (include maximum team size).

The team size for rowing is 33 athlete positions for the following events that will be contested at the 2007 Pan American Games: M1x, W1x, M2x, W2x, LM2x, LW2x, M2-, W2-, M4x, W4x, M4-, LM4-, M8+. Selection to the 2007 Pan-American Games Team shall be made according to the following criteria:

Trials Boats - (M1x, W1x, M2x, W2x, LM2x, LW2x, M2-, W2-, M4-, LM4-)

The winning crew at the Pan American Games Trials May 20 - 25, 2007 for each of these events will be nominated to represent the United States at the 2007 Pan American Games as provided under section I.D1. Doubling between trials events is not permitted.



Other Boats - (M4x, W4x, M8+)

Because of restrictions established by PASO, the international Pan American Sports Organization, the M4x, W4x, and M8+ will consist of athletes nominated to the 2007 Pan Am Games Team from other Trials Boats, with rowers being doubled from trials events and the coxswain through discretionary selection, see section I.D.2.

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.

Pan American Games Trials
May 20-25, 2007
Mercer Lake, West Windsor, NJ

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 C. 1 (if any).

No pre-qualifying events.

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

Not applicable

- 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. Trials Boats - (M1x, W1x, M2x, W2x, LM2x, LW2x, M2-, W2-, M4-, LM4-)

The athletes in the winning crew at the Pan American Games Trials May 20-25, 2007 for each of these events will be nominated to represent the United States at the 2007 Pan American Games, provided that each member of the winning crew satisfies the Eligibility Criteria (see section I.A.), and each athlete declares his/her intent to compete in the 2007 Pan American Games, in writing, to Elpi Pagitsas, the USRowing Programs Manager, within two hours of the final trials race in that event. Should any athlete in the winning crew decline his/her intent to compete or fail to meet the eligibility criteria, selection will be offered to the next eligible rank order finish crew in that event until the spot is filled. (see section IV.)

Pan American Games Trials will be run according to attachment B, Selection Trials Format; attachment C, 4 Lane Progression System, and attachment D,



General Trials Rules.

2. Other Boats - (M4x, W4x, M8+)

Because of restrictions established by PASO, the M4x, W4x, and M8+ will consist of athletes nominated to the 2007 Pan Am Games Team from other Trials Boats as outlined below:

M4x: The Men's Quad will consist of the 1st place M2x and 1st and 2nd place M1x from the 2007 Pan-American Games Trials.

W4x: The Women's Quad will consist of the 1st place W2x and the 1st and 2nd place W1x from the 2007 Pan-American Games Trials.

M8+: The Men's Eight will consist of the 1st place M4- and the 1st and 2nd place M2- from the 2007 Pan American Games Trials. The coxswain will be selected by the Nomination Committee, as outlined in section II, Discretionary Selection.

* Doubling between Trial events is not permitted

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

The Nomination Committee, consists of:

- High Performance Committee Chair, Jay Feenan;
- USOC AAC Representative or Alternate Representative, Kate Johnson or Pete Cipollone; and
- USRowing Programs Manager, Elpi Pagitsas.

And for the purpose of selection of the M8+ coxswain:

- USRowing Men's Head Sweep Coach, Mike Teti

II. DISCRETIONARY SELECTION (if applicable)

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

Coxswain for the M8+

Since there is no trial event for crews with coxswain, the person steering the M8+, the coxswain position is the only athlete who does not have an objective basis for selection. Therefore, the position is best selected from a pool of coxswains training on a day-to-day basis with a club or group of athletes.



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

Interested candidates must submit a written letter of interest to the Nomination Committee via USRowing Programs Manager, Elpi Pagitsas, by May 20, 2007. The Nomination Committee will select the coxswain based on the following criteria, listed in no particular order:

- international competition results during the 2006-2007 season, beginning with 2006 World Championships
- domestic competition results during the 2006-2007 season, beginning with September 1st, 2006
- choice of and compatibility with selected crews, M2- and M4-
- coxswain's weight
- coach's letter of recommendation

C. Discretionary Selection Committee

1. Provide the name of the committee(s) that will be responsible for discretionary selection.

The Nomination Committee (see section I.E.)

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

- High Performance Committee Chair, Jay Feenan;
- USOC AAC Representative or Alternate Representative, Kate Johnson or Pete Cipollone;
- USRowing Programs Manager Elpi Pagitsas; and
- USRowing Men's Head Sweep Coach, Mike Teti

III. REMOVAL OF ATHLETES

- A. Prior to acceptance of nomination by the USOC, USRowing has jurisdiction over potential nominees.

An athlete who is to be nominated to the Team by USRowing may be removed from the Nominations for any of the following reasons, as determined by USRowing.

- Voluntary withdrawal. Athlete must submit a written letter to the USRowing Executive Director.
- Injury or illness as certified by an USRowing physician (or medical staff).



If an athlete refuses verification of their illness or injury by an USRowing physician (or medical staff), their injury will be assumed to be disabling and they may be removed.

- Violation of the USRowing's Code of Conduct. (Attachment E)
- Violation of the USRowing Athlete Agreement and Consent Form. (Attachment F).

An athlete who may be removed from the Team pursuant to this provision has the right to a hearing per the USRowing's Constitution and Bylaws (Article IX, section 70 of the USRowing Bylaws) or 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).

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

- C. An athlete may be removed from Nomination or from the Team at any time for violation of PASO, WADA, FISA, 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:
Athletes having participated in the Pan American Games Trials and meeting the eligibility requirements in section I.A., will comprise the replacement pool of athletes. Should there be no one who meets this requirement, then the pool will be enlarged to include athletes in training for the 2007 U23 or Senior Worlds Team as evidenced by their participation in the 2007 selection process of erg testing, attendance at selection events or camps.
- B. Describe how the replacement athlete(s) will be selected, should a vacancy occur:



The National Team Head Coach for the impacted crew will recommend replacement athletes for the Pan American Games to the Nomination Committee. The National Team Head Coach will evaluate possible replacements according to the following criteria, which are listed in order:

1. 2007 Pan American Games Trials results
2. In the case of lightweight events or coxswain, the athlete's weight
3. Performance at National Team Training Centers or Selection Camps
4. 2006-2007 National Team Testing beginning with fall 2006
5. 2007 National Selection Regatta I and II results
6. 2006-2007 Speed Order results beginning with fall 2006
7. 2007 World Cup results
8. Athlete's compatibility with rest of crew as indicated through on-the-water timed pieces

If the W1x or M1x is to be replaced, the next rank order finish athlete in that event from the 2007 Pan Am Trials will be nominated, until the spot is filled.

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

Head Coach recommendation shall be subject to review of the Nomination Committee and must be approved by the Nomination Committee to be effective.

- ii. after acceptance of nominations by the USOC:

The National Team Head Coach in consultation with the AAC representative or alternate shall select the replacement.

- iii. during the Games:

The National Team Head Coach shall select the replacement.

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

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

The Nomination Committee, consisting of:

- High Performance Committee Chair, Jay Feenan;
- USOC AAC Representative or Alternate Representative, Kate Johnson or Pete Cipollone;
- USRowing Programs Manager Elpi Pagitsas



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

a. prior to acceptance of nominations by the USOC:

The National Team Head Coach for the impacted crew:

- Men's sweep events, Mike Teti
- Men's sculling events, Kris Korzeniowski
- Women's events, Tom Terhaar

And the Nomination Committee.

b. after acceptance of nominations by the USOC:

The National Team Head Coach for the impacted crew, and the Nomination Committee.

c. during the Games:

The National Team Head Coach for the impacted crew, and the USOC AAC Representative or Alternate Representative, Kate Johnson or Pete Cipollone

V. SUPPORTING DOCUMENTS

USRowing 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 2007 Pan American Games.

VI. REQUIRED DOCUMENT

The following documents are required to be signed by an athlete as a condition of nomination in the 2007 Pan American Games and are included as attachments:

Attachment A - FISA Commitment Form

Attachment F - 2007 USRowing Athlete Agreement and Consent Form

VII. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOC approved Selection Procedures (complete and unaltered) will be posted/published by the USRowing in the following locations and will include the USOC approval date:



A. USRowing website:

www.USRowing.org

The website information will be posted as soon as possible, but not more than 5 business days following notice of approval by the USOC.

B. USRowing Official Publication (if any):
USRowing E-newsletter

C. Other:

1. Selection procedures will be emailed to the athletes enrolled in the rowing USADA OOC pool.
2. Printed copies of the selection procedures will be available during the athlete meeting at each USRowing selection event (related to the selection of the 2007 senior and U23 teams) beginning at the 2006 fall speed orders

VIII. DATE OF NOMINATION

Nomination of Athletes form, including replacements, will be submitted to the USOC on: May 30, 2007

IX. MANDATORY TRAINING AND/OR COMPETITION

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

N/A

X. ANTI-DOPING REQUIREMENTS

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

XI. DEVELOPMENT OF SELECTION PROCEDURES

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

The USRowing High Performance Committee:
Jay Feenan, Chair



Steve Peterson, HPC member
Kristine Karlson, HPC member
Linda Muri, HPC member
Jon Berstein, HPC member
Chris Ahrens, Athlete Rep
Sloan DuRoss, Athlete Rep
Kate Johnson, AAC Rep
Kris Korzeniowski, Coach and non-voting member
Glenn Merry, Executive Director and non-voting member

XII. USROWING BYLAWS AND GRIEVANCE PROCEDURES

The USRowing Bylaws and Grievance Procedures can be found:
<http://www.USRowing.org/AboutUSRowing/Governance/usrconstit.aspx>

XIII. INTERNATIONAL DISCLAIMER

These procedures are based on PASO and/or FISA rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in PASO and/or FISA rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USRowing. 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 USRowing may contact the USOC Athlete Ombudsman: John W. Ruger by:

- Toll free telephone at (888) ATHLETE
- E-mail at john.ruger@usoc.org
- www.888athlete.org



XV. USROWING SIGNATURES

I certify that I have read, understand and incorporated FISA standards/criteria into our Selection Procedures and that the information provided herein regarding Athlete Selection Procedures represents the method approved by USRowing.

Position	Print Name	Signature	Date
USROWING President or Executive Director	Donovan Langford		
Nat. Team Coach, Head Coach, or Nat. Program Director	Kris Korzeniowski		
USOC Athletes' Advisory Council Representative*	Kate Johnson		

*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 of USOC Approval _____
Date Revision Submitted _____	



Attachment A

Abbrev. Country:

COMMITMENT

Place:

Date:.....
(dd/mm/yyyy)

Full Name (as it appears on your passport)

..... ()

This is to confirm that I have read, understood and accept the content of this document consisting of one page.

National Federation: Sex (F or M): Birth Date:/...../.....
(dd/mm/yyyy)

Please tick below with an X the category of person you belong to :

- As a **rower or a coxswain** belonging to a club affiliated to a National Federation, itself a member of the International Rowing Federation (FISA),
- As an **official** (a **trainer, coach, team manager, delegate, representative** etc) of a team or a National Federation, or as an official performing a similar role within the scope of an event placed under FISA's authority,
- As an **international umpire** likely to officiate at an event placed under the authority of the International Rowing Federation (FISA),

I certify that I have read and understood to the best of my ability the Statutes, the Bye-laws and other rules regulating FISA and international rowing.

I am thus able to confirm the following commitments, which already ensue from my membership of a club affiliated to a National Federation, itself a member of FISA and from my participation in FISA activities, notably world rowing championships, international regattas, or other events organized under the authority of FISA. I therefore recognize and accept:

- a. FISA's authority on all matters concerning international rowing.
- b. The mandatory character of the Statutes, the Bye-laws and other rules regulating FISA, in their current version and as amended from time to time, and I agree to uphold and abide by them without reservation.
- c. The obligation to respect fundamental ethical principles and to behave, in all circumstances, in an appropriate manner. I declare in particular:
 - c.1 that I do not use and that I will not use as long as I compete, substances or methods which are prohibited by the FISA anti-doping rules;
 - c.2 that I am aware of the fight against doping which FISA is carrying out alongside others, and, in particular, the conducting of out-of-competition anti-doping tests and that, for those who infringe doping provisions, a penalty may be imposed extending to, in a relevant case, a life ban from all competition;
 - c.3 that I am willing to submit to any tests (blood, urine, breath, etc.) carried out by FISA and to inform my team doctor of all the medication that I take;
- d. FISA's jurisdiction to make any decision or impose any sanction within its field of competence and I will accept all such FISA decisions or sanctions with only the reservation of paragraph e. below.
- e. The Court of Arbitration for Sport (CAS), in Lausanne, as the only competent judicial authority external to FISA to settle in a definitive manner any litigation remaining after all internal FISA remedies have been exhausted and any appeal against a final decision taken by FISA which affects me. Therefore, this excludes any other ordinary court of law, any civil judicial authority of any country and any arbitration body.
- f. The application of Swiss law and the Swiss federal procedural law as supplemental to FISA and CAS rules and regulations with Lausanne as the only place and seat of the arbitration.
- g. The prohibition of the use of any photographs or films that I might take during regattas and competitions other than for personal or non-commercial purposes, without specific written authorization from FISA.
- h. The possibility of being filmed, (notably by television), photographed, identified or recorded in any other way during regattas, events or meetings in which I take part under the conditions and for purposes currently or in the future authorized by FISA in relation to the promotion of rowing without any right to claim compensation.
- i. This commitment will be valid unless and until I have formally revoked it in writing and this written revocation has reached the FISA headquarters.

Signature:

.....

MAT_commit_06.doc

Please send this form by post to FISA, Av. de Cour 135, C.P. 18, CH-1000 Lausanne 3
or hand it to a FISA representative during an international regatta.
Forms sent via fax are not accepted

Attachment B - Selection Trials Format

2007 Pan-American Games, May 20-25, 2007

Mercer, NJ

All Selection Trials, if held, will be run according to the Trials Rules set forth in the current USRowing Rules of Rowing unless superseded by these procedures. A copy of the Rules of Rowing may be found under the Events section at: www.usrowing.org

Depending on the number of entries in each event, heats, repechages, semifinals, and finals will be conducted at the Selection Trials following a modified FISA progression system as follows:

All events will follow a modified progression system with a “two out of three” final progression format. Each event with more than one entry shall consist of a minimum of two finals races with a third finals race if necessary. Under the “two out of three” progression system, all crews advancing to the finals round shall automatically compete in the first finals race. The heat results will be used to determine lane assignments in the first final. The first three places from the first finals race shall then advance to race in the second finals race. If the same crew wins both of these races, it shall be considered the winner of the event. Otherwise, a third race shall be held between the winners of the first two finals races only, and the winner of the third race shall be considered the winner of the event.

Crews will be seeded according to prior race results.

Selection Trials will follow a 4-lane progression system.

Tentative Trial Racing Schedule (Weather Permitting and Subject to Change):

For events with finals only (4 or fewer entries):

Day 1: Athletes' Meeting

Day 4: Finals Race #1

Day 5: Finals Race #2 (first 3 competitors from Finals Race #1)

Day 6: Finals Race #3 (2 winners) *Note: This race will only be held if necessary

For events with 5-8 entries:

Day 1: Athletes' Meeting

Day 2: Heats

Day 3: Repechages

Day 4: Finals Race #1

Day 5: Finals Race #2 (first 3 competitors from Finals Race #1)

Day 6: Finals Race #3 (2 winners) *Note: This race will only be held if necessary

For events necessitating semi-finals: 9 or more entries:

Day 1: Athletes' Meeting and time trials (if more than 16 entries)

Day 2: Heats & Repechages

Day 3: Semifinals

Day 4: Finals Race #1

Day 5: Finals Race #2 (first 3 competitors from Finals Race #1)

Day 6: Finals Race #3 (2 winners) *Note: This race will only be held if necessary

Reference:

Attachment B – 4-Lane Progression System

Attachment C – General Trials Rules.

Attachment C – 4- Lane Progression System

If there are five to eight entries, crews advancing out of each heat are placed in the first final; all others are placed into the repechages. Crews advancing out of the repechages are placed into the first final; all others in the repechages are eliminated. If there are four or fewer entries, the first race will be the first final.

In events with nine or more entries, crews advancing out of each heat are placed directly in the semifinals; all others are placed into the repechages. Crews advancing out of the repechages are placed in the semifinals; all others in the repechages are eliminated. All crews advancing out of the semifinals are placed in the final; all others in the semifinals are eliminated. The options for composition of the repechages and semifinals shall be according to the 4-lane predetermined formulas posted at the Selection Trials site.

Once a particular progression in any given event has begun, scratches throughout the event will not warrant any change in the method of progression.

The following shall constitute the forms of progression for four-lane racing:

Entries	Heats	Advance in each heat	Repechages	Advance in each rep	Semifinals	Adv. in each Semifinal
1-4	0	-	0	-	0	Final only
5-6	2	1	1	2	0	Final only
7-8	2	1	2	1	0	Final only
9-10	3	2	1	2	2	2
11-12	3	2	2	1	2	2
13-16	4	1	4	1	2	2
17+*	1 (head race)	1 st 14 into 4 heats; rest eliminated, then follow progression for 13-16	4	1	2	2

**In events with 17+ entries, the first 14 crews in the time trial shall advance to the heats. Upon petition, and for good cause shown, the chief referee may permit the two empty slots in the heats to be filled by a crew or crews that demonstrate that they suffered some misadventure that creates substantial doubt as to whether they would otherwise have qualified.*

Changes in the Form of Progression:

Once the form of progression has been published according to the number of entries received, it may be changed under the following circumstances:

1. By USRowing staff, no less than two hours before the scheduled time of the first race in the event if, due to scratches, the reduced number of entries would call for a different form of progression under the applicable progression system.
2. By USRowing staff any time before the first race in the specific event if, due to scratches, the event would be reduced to a final only, with no heats, under the applicable progression system.

If USRowing staff changes the form of progression, it shall continue to utilize the same seeding excluding those entries dropped to determine the composition of heats and lane assignments.

Attachment D – General Trial Rules

Trials Weight Requirements:

Lightweight Women

The team boats must average 57 kgs. (125.67 lbs.), with no individual rower weighing more than 59 kgs. (130.07 lbs.).

Lightweight Men

The team boats must each average 70 kgs. (154.32 lbs.), with no individual rower weighing more than 72.5 kgs. (159.84 lbs.).

Coxswains

Male coxswains must weigh a minimum of 55kgs. (121.25 lbs.). Female coxswains must weigh a minimum of 50 kgs. (110.23 lbs.). A coxswain may only carry a maximum of 10 kgs. (22.04 lbs.) dead weight to meet this minimum standard.

An official scale will be provided at the Selection Trials course prior to racing. The weight of athletes will be determined each day. The weigh-in shall take place on each day no less than one hour and no more than two hours before the scheduled time of the first race in the first event for which the athlete is scheduled to compete in that day. Competitors shall be weighed in racing uniform, without shoes or other footgear.

Rules of Racing:

All athletes must abide by all trials rules and safety procedures set forth in the current USRowing Rules of Rowing. Copies of the Rules of Rowing may be purchased from USRowing by calling (800) 314-4ROW, or online in the Events section at <http://www.usrowing.org/>. The current USRowing Rules of Rowing also will be available for distribution at the Selection Trials racing site.

Seeding:

Seeding may be used to determine the composition of heats and the assignment of lanes in heats in trials events. This seeding will be determined by USRowing staff and shall be based on one or more of the following indicators: current year's speed orders, national selection regatta results, identification camp results, national team testing results, and prior Nation's Cup, World Championship and Olympic results. The assignment of lanes for repechages, semifinals and finals shall be assigned according to the order of finish in the previous level of competition.

Boat Weigh-In:

All boats are required to be at weight according to the FISA Rules of Racing. It is the responsibility of the athletes and/or their coaches to have their boats at weight. All boats will be subject to "weight checks" during the course of the trials procedure. Any crew whose boat is found to be under the minimum weight as a result of a weight check will be subject to disqualification.

A scale will be provided at the Selection Trials course following the athletes' meeting as well as throughout the remaining business hours of the trials procedure. Athletes are strongly encouraged to weigh their boats well in advance of the start of the race.

Athlete Check-In:

A representative of each boat will be required to attend and confirm their participation at the roll call during the athletes' meeting. Any crew failing to have at least one representative present at the meeting is subject to disqualification. All athletes and coaches are responsible for abiding by any information given out by USRowing staff during the athletes' meeting.

Declaration of Intent to Compete:

A crew must declare in writing their intention to compete in the Pan American Games as outlined in the 2007 Selection Procedures and it should be submitted to Elpi Pagitsas, Programs Manager.

Travel Arrangements:

USRowing through the USOC will arrange all details of the trip, and all athletes and coaches will travel as part of the USRowing delegation.



CODE OF CONDUCT POLICY

The United States Rowing Association ("US Rowing") shall expect and require all persons associated with USRowing to conduct Association business with integrity and to maintain the highest standard of personal conduct in the affairs of USRowing.

CONFLICT OF INTEREST

No person shall have a direct or indirect interest in or relationship with any outside organization or person or any internal entity that might affect (or be perceived by others to be affecting) the objectivity or independence of her/his judgement or conduct in carrying out her/his duties and responsibilities as an employee or Association member/leader.

Examples of such conflict of interest include:

- directly or materially benefitting from personal involvement with grantees, suppliers, sponsors, members;
- acceptance of material payments, services and/or loans from such an entity;
- outside employment which might impact job performance or efficiency or employment with USRowing which might impact performance of a person in a volunteer position;
- ownership of property affected by USRowing action or acquired as a result of confidential information.

IMPROPER USE OF INFORMATION AND ASSETS

No person should use for her/his personal gain or disclose outside US Rowing any confidential information obtained through her/his association with USRowing. This includes spoken, written and computer-generated data.

No person shall make any illegal or unethical payments from the assets or resources of USRowing or in a capacity representing or acting on behalf of USRowing.

All persons shall be responsible for preventing the loss, damage, misuse or theft of property, records, funds or other assets belonging to US Rowing.

GIFTS, GRATUITIES AND ENTERTAINMENT

No person shall encourage or accept gifts or gratuities for themselves, their families or friends from any outside person or organization having, or seeking to have, a relationship with USRowing. If any

person should receive any unsolicited gifts or gratuities with a value in excess of \$100, such gifts shall be construed to be a contribution to USRowing and shall be immediately turned over to USRowing through any officer or the Executive Director as a contribution from the original source. Unsolicited gifts or gratuities or less than \$100 may be retained but shall be fully disclosed as to the parties, purpose and amount.

Minor business courtesies such as payment for normal meal costs are permitted when arising from business connected with the activities of USRowing. Entertainment with an individual valued in excess of \$100 shall be fully disclosed as to the parties, purpose and amount.

MORAL AND ETHICAL CONDUCT

Association members and employees shall (a) maintain high standards of moral and ethical conduct; (b) abstain from the use of illegal drugs and from immoderate consumption of alcohol; (c) not commit a criminal act while representing US Rowing; and (d) abide by the rules of competition in all events entered.

ADMINISTRATION

This code will be provided at least annually to each competitor, staff member, coach, judge-referee and Association leaders. (Staff members will receive and acknowledge the statement of policy at the beginning of employment.) The code is not intended to supersede any other policy (i.e. National Team Agreement or Bylaw on Member Misconduct, etc.) but is to complement and strengthen the Association.

DISCLOSURE

All situations involving a conflict of interest in a business relationship or in outside activities should be reported and/or approval obtained. A staff person will make full disclosure of the nature and extent of any actual or potential conflict of interest to the Executive Director, while an Association member will make full disclosure to the Chair of the Ethics Committee of the Board of Directors. They will determine the existence of the conflict and the appropriate action if needed.

Reporting a questionable situation does not imply a conflict of interest or impropriety, but affords the opportunity of review and obtaining the necessary approval, if appropriate.

Individuals in a position of conflict are precluded from participating in any further consideration of or action related to the conflict matter. The existence of the conflict will be reported in the minutes of a Committee or Board meeting or, in the case of a staff member, noted in the personnel file.

Violation of this conduct policy is grounds for dismissal as a Board Director, Committee member or employee, and may result in suspension or termination of USRowing membership.

A conflict of interest disclosure statement will be developed and circulated to volunteer leaders and employees at least once a year.

Attachment F

2007 USRowing Athlete Agreement and Consent Form Pan American Games Team

This agreement is entered into between the United States Rowing Association (USRowing), a not-for-profit corporation designated by the United States Olympic Committee (USOC) as the national governing body for the sport of rowing and _____ (the Athlete), an athlete member of USRowing. This agreement shall be in force until such time as the athlete is named to the team by the USOC, at which point the USOC athlete code of conduct will supercede this agreement.

The purpose of this agreement is to set forth the basic opportunities, benefits, and obligations between USRowing and Athletes participating in the Pan American Games, USRowing Training Centers, competitions, camps, and/or public appearances.

USRowing's Obligations

USRowing is obliged to select, develop, and help support athletes who will represent the United States at international competitions with the ultimate objective of winning medals at the World Championships, The Pan American Games and the Olympic Games. USRowing, in order to fulfill this role, organizes, promotes, and manages a wide range of programs intended to support athletes in training for the sport, provides training and competitive opportunities for athletes, and provides support services for athletes, coaches, clubs, race organizers, and officials.

USRowing is responsible for:

- Coordinating the provision of USOC programs, services, and support to the Athlete, and ensuring compliance by the Athlete with USOC obligations and requirements including participation in anti doping programs through USADA.
- Coordinating the provision of USRowing programs, services, and support to the Athlete, and ensuring compliance by the Athlete with USRowing obligations and requirements.

Athlete Obligations

The Athlete, by signing this document, agrees to abide by the following obligations and conditions for the term of the Agreement.

Good Faith

The Athlete acknowledges that he or she must use all good faith effort to succeed in each and every event in which he or she is entered. The Athlete further understands that failure to race in good faith, to the best of his/her abilities, constitutes grounds for removal from the National Team.

Eligibility

The Athlete agrees to be a current member in good standing of USRowing. The Athlete will abide by all provisions of the USRowing Constitution and Bylaws. Any Athlete who has a debt to USRowing that has been outstanding for longer than 30 days shall no longer be considered a member in good standing. The Athlete agrees to remain eligible to compete under IOC, FISA, and USOC standards.

To the extent that the Athlete remains eligible to row for a collegiate program, the Athlete understands that it is her/his sole responsibility to obtain information and conform to the conduct dictated by his or her respective collegiate associations, conferences, and colleges.

Banned Substances and Drug Testing

The Athlete will remain in compliance with International Olympic Committee (IOC), the World Anti Doping Agency (WADA), the Federation Internationale Des Societes d' Aviron (FISA), the United States Anti-Doping Agency (USADA), and the United States Olympic Committee (USOC) anti-doping policies. The athlete will not use any chemicals, drugs, other substances, or procedures banned by the IOC, WADA, FISA, USADA, or USOC. The Athlete agrees to enroll, prior to participating in any competition on behalf of USRowing, in the United States Anti-Doping Agency's (USADA) No-Advance Notice (NAN) testing program (enrollment forms may be found online at www.usantidoping.org). The Athlete agrees to abide by all requirements and protocols of USADA. The Athlete further agrees to submit to periodic, unannounced drug tests as conducted by any of the organizations named above. A list of banned substances is available upon request from the USADA (1.800.233.0393). Failure to enroll in USADA's NAN program will result in loss of opportunity to participate on behalf of USRowing in any international competition.

Conduct

The Athlete acknowledges that she/he frequently functions as a representative of USRowing, USOC, and/or the United States. The Athlete agrees that, due to this stature, she/he will exhibit, in word and in deed, a positive image on behalf of these entities named above. The Athlete agrees to conduct his/her public affairs in a manner that reflects cooperation and respect for other athletes, coaches, staff members, volunteers, sponsors, event organizers, officials, the media, and all others associated in any way with USRowing, USOC, the rowing community, and the Olympic family.

The Athlete agrees to uphold the following specific codes of conduct as a guest or competitor at camps, training centers, and competitions:

- The provisions set forth in the USRowing Pan American Games Team Selection Procedures, and any specific Training Center and/or sponsored camp policies.
- The transportation, possession, or unauthorized use of alcoholic beverages on USRowing training center premises is prohibited.
- The transportation, possession, or use of illegal drugs, or IOC/WADA/USADA/FISA banned substances on USRowing training center premises is prohibited.
- Any physical damage to USRowing equipment or property, or any facility, incidental room, phone charge, or loss of items in a dormitory or hotel room shall be paid for by those individuals assigned to the room, or utilizing the equipment, in which the damage or loss occurs.
- Any act considered to be an offense under federal, state, or local laws, or is a violation of USRowing policies is prohibited.
- USRowing expects and requires all persons associated with USRowing to conduct Association business with integrity; to maintain the highest standard of personal conduct when engaged in the affairs of USRowing.
- Policy and Procedure to Prevent Harassment in the Rowing Environment: USRowing maintains a long-standing commitment against any form of harassment in the rowing environment (workplace, training center, rowing activities, and programs) because of a person's race, sex, religion, sexual orientation, age, national origin, citizenship status, handicap, or disability. USRowing is committed to providing an environment free of sexual harassment. Harassment in the rowing environment is in violation of USRowing policy.
- The Athlete agrees to uphold all codes of conduct imposed by other organizations which host the Athlete, domestically or abroad, and specifically the USOC Olympic Training Centers (ARCO, Colorado Springs, or Lake Placid) or any other organizations that may host FISA or IOC competitions.

Promotions, Sponsorship, and Marketing

The Athlete agrees to make a good faith effort to participate in USRowing sponsored media events, interviews, and other activities both during and out of both practice and competition, which serve to enhance the individual Athlete's public recognition, USRowing, and enhance public awareness of and support for the sport.

The Athlete agrees to uphold the following promotional, sponsorship and marketing terms:

- USRowing will provide athletes with competition apparel, which is to be worn, without cosmetic alteration, during any competition in which Athlete represents USRowing or the United States. The Athlete agrees to wear the competitive apparel provided for the team that includes USRowing sponsor marks and logos whenever the Athlete is competing or making public appearances as a member of a USRowing Team or USRowing Training Center. The Athlete agrees that the design, color, and identification marks of the uniform will be left to the discretion of the apparel sponsor and USRowing.
- USRowing will provide athletes with competition racing shell, which is to be used, without cosmetic alteration, during any competition in which Athlete represents USRowing or the United States. The Athlete agrees to row the competitive racing shell provided for the team that includes USRowing sponsor marks and logos whenever the Athlete is competing. The athlete agrees that the use of another racing shell requires prior approval and written consent of USRowing, the cost of which may be entirely the responsibility of the athlete.
- In the Athlete's capacity as a National Team member, the Athlete shall not wear or endorse any other manufacturer's or seller's products except for that of the official supplier of USRowing, without prior approval and written consent of USRowing.
- The Athlete will make every reasonable attempt to accommodate interviews and appearance requests by media.
- The Athlete are encouraged to, whenever possible and appropriate during public appearances, acknowledge the support of USRowing's sponsors, suppliers, and donors: the National Rowing Foundation, the USOC, and the suppliers mentioned above.
- Athletes may not enter into any agreements on behalf of USRowing, the USOC, the USRowing National/Olympic Team, or the USRowing National Training Centers, and will not represent that they have any such authority.
- The Athlete hereby grants the right to USRowing to use his or her images and likeness in a National Team context in promotional materials for USRowing and its affiliated corporate sponsors, patrons, partners, and suppliers, and waives any claim on prior approval or payment for use of image or likeness. In no event may USRowing use or authorize the use of the athlete's name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without the athlete's written permission.
- The Athlete, in accordance with policy, sponsorship, trademark, and logo restrictions, may not use any USRowing, National Team Training Center, or the USRowing or Training Center sponsor name, logo, or mark without the prior approval and written consent of USRowing. This applies to the use of these marks on items such as clothing, written materials, and equipment.
- All efforts to create promotional materials of any kind involving USRowing National Team (marks, designs or logos) or Training Center (marks, designs or logos) athletes require prior approval from USRowing. Any marks, designs, or logos that suggests that a separate entity is associated with those marks other than USRowing or USOC Training Centers will not be approved.

- In accordance with FISA, and USRowing Rules of Racing, USRowing retains the exclusive right to display sponsor decals on the boats and oars used during competition at national and international Regattas, Training Centers and Camps, and all other USRowing or FISA sponsored events for athletes training under USRowing and/or USOC support. Athletes may request written permission from USRowing to deviate from this policy, allowing them the right to display individual sponsor decals on the boats and oars used during competition. Such requests should be made through the National Team Programs Director.

Medical Attention

The Athlete hereby consents to USRowing's provision, through medical staff of its choice, customary medical care, athletic training, physical therapy, transportation and emergency medical services as warranted in the course of participation on the National/Olympic Team.

Waiver and Release

The Athlete is fully aware, and appreciates the risks as well as other damages and losses, associated with participation in rowing. The Athlete agrees that USOC, USRowing, its sponsors, suppliers, employees, agents, volunteers, local organizing committees, officers, and directors are not liable for any such loss or damage.

Additional Terms of the Agreement

Effective Dates

This Agreement is effective from its signing through April 30, 2008. This Agreement may be terminated at any time by the Athlete's decision to retire from the team or a training center, withdraw from the team, or by USRowing's decision to discharge the Athlete from the team for reasons detailed below. The Athlete agrees to notify USRowing in writing of her/his retirement to ensure removal of the Athlete's name from No-Advance Notice drug testing rosters.

Relationship of the Parties

Nothing in this agreement is intended to create a joint venture, partnership, or employment relationship between USRowing and the Athlete. The Athlete is an independent contractor providing services to USRowing on a contract basis.

Sanctions

USRowing may respond to the failure of the Athlete to meet her / his obligations under this Agreement by terminating the Agreement (thereby discharging the Athlete from the National Team) or by other appropriate sanctions such as fines.

Athlete Removal Policy – Removal of an Athlete from the National Team

An Athlete may be removed for the following reasons:

- A USRowing or USOC certified team doctor, after consultation with the coach of that boat, and the designated committee representative (if available by phone or in person within 24 hours), may declare an Athlete medically unable to participate.
- An Athlete may remove himself or herself from a national team.
- For behavior in violation of this Agreement, the Athlete may be removed from the national team, boat, camp, or competition. Such removal may only take place after an administrative hearing which includes, whenever possible, the respective camp or competition coach, the Athlete in question, the Executive Director or National Team Programs Director, an Athlete-Representative from the Board of Directors (and who may not sit in an affected boat) and the head Team Leader as a witness to the entire hearing.

Dispute Resolution

All disputes arising out of or connected with this Agreement are subject to review through the grievance procedure set forth in USRowing's By-Laws.

Governing Law

This Agreement is governed by the laws of the State of Indiana

**2007 USRowing Athlete Agreement and Consent Form
Senior National Team**

Signature Page

Athlete

USRowing

By: _____

Signature

Date: _____

Date: _____

S.S. # _____

Permanent Address:

Emergency Contact:

Name – Relationship

Phone Number