

2015 SELECTION PROCEDURES

*2015 Junior World Championships
August 5-August 9, 2015
Rio de Janeiro, Brazil*

REQUIREMENTS OF ALL POTENTIAL NATIONAL TEAM MEMBERS

Eligibility:

The USRowing National Team selection process is open to all athletes who meet all the following criteria:

- Must be born in 1997 or later.
- Hold United States citizenship at the time of trials or by the end of selection camp
- Complete a 2015 USRowing Athlete Agreement and Consent Form and adhere to the USRowing Code of Conduct

Additionally, starting in 2015, athletes who would like to participate in National Team selection will need to provide/complete the following in order to be Selection Eligible prior to their first *point of entry* to National Team Selection. A point of entry refers to the first point in time that an athlete participates in a selection camp or selection event (trials) in a calendar year.

- Have a current USRowing Championship Membership and a signed waiver
- Have completed a USRowing Anti-Doping Acknowledgement
- Submit a scanned copy of your American Passport to USRowing
- Complete the medical history questions
- Submit a copy of a 12-lead ECG recorded in 2012 or later
- Submit a completed physical form, signed by a doctor, dated in 2012 or later

The above items can only be submitted to USRowing through the Selection Eligible form, found at the link below. The deadline for submission for any Junior athletes that are pursuing an invitation and/or intending to attend a Selection Camp or compete at Trials is June 1, 2015.

[2015 Selection Eligible Form Link](#)

Drug Testing:

All athletes participating in selection for the national team are subject to drug testing administered by representatives of the United States Anti Doping Agency (USADA) or FISA. Athletes who violate USADA, IOC, USOC, WADA, FISA, or USRowing rules relating to banned substances will be subject to penalties as established by the respective organization. Athletes are responsible for calling the USADA drug hotline (800.233.0393) prior to taking any medications and making sure the medication they are taking is not on the banned list. A complete guide to banned substances is available by contacting USADA Drug Control and Education Program (800.233.0393) or USRowing (609.751.0708)

SELECTION CAMP PROCEDURES

Selection Camp Events (M8+, M4+, M4-, M4x, W8+, W4-, W4x):

The M8+, M4+, M4- and the M4x will be selected at Selection Camp and recommended to the nomination committee by the Junior Men's National Team Coach. The W8+, W4- and W4x will be selected at Selection Camp and recommended to the nomination committee by the Junior Women's National Team Coach.

Invitation of Athletes to Selection Camp:

Selection Camp invitations will be sent by the Junior Men's and Junior Women's National Team Coaches to junior men and women, respectively. More information regarding the junior national team selection process, as well as deadlines for submission, may be found at www.usrowing.org.

All candidates proposed for invitation to Selection Camp, and for selection to the Camp Boats, will be evaluated according to the following criteria:

- Performance at the 2014-2015 Junior Identification Camps
- Video and audio tapes of performance
- Competition results during the 2015 season
- 2014-2015 National Team Testing results and other trials held throughout the year
- Letter of recommendation
- Athlete's ability to match the style and technique of the crew as determined by the designated coach
- Physical and physiological characteristics, e.g. height, weight.

Composition of the National Team Head Coaches and the Nomination Committee:

a) The National Team Head Coaches shall be comprised of the National Junior Women's Head Coach, Liz Trond, and the National Junior Men's Head Coach, Nick D'Antoni (or any replacement). Each coach shall be responsible for making recommendations relating to a boat that he/she will coach. In making recommendations called for under these

Selection Procedures, each National Team Head Coach may seek input and information from other coaches as he/she deems appropriate.

b) The Nomination Committee shall be comprised of each of the National Team Head Coaches; the Head Coach of Junior National Team Development, Steve Hargis; the Junior High Performance Committee co-chairs, Justin Moore and Gil Roehrs; and the USRowing Board Representative or Alternate Representative to the USOC AAC, Scott Gault or Esther Lofgren.

Dates and Locations of Selection Camps:

- M8+, M4- and M4+ will be held at Three Rivers Rowing, Pittsburgh, PA and Sarasota, FL from June 17 to July 11, 2015.
- W8+ and W4- will be held at USCGA, New London, CT and Princeton, NJ from June 17 to July 1, 2015.
- W4x will be held at GMS Rowing Center, New Milford, CT from June 16 to July 11, 2015.
- M4x will be held at Seattle Rowing Center, Seattle, WA from June 16 to July 11, 2015.

The end date of the Selection Camps may be earlier than the dates listed above

Selection Camp:

a) At the Selection Camp, each National Team Head Coach will recommend crews for the boat(s) he/she will coach based on the following factors, which are listed in no particular order:

- 2014-2015 National Team Testing
- Athlete's compatibility with rest of crew
- Competitive performance during training sessions
- Overall performance at the Selection Camp
- In the case of coxed events, the cox's weight

b) Results of measurable competitive processes at the Selection Camps, e.g. time trials and seat racing, will be posted in a public location for athletes to review, in most instances within 24 hours of the end of practice. USRowing will keep written records of the data used to evaluate athletes in the selection process for a period of six months after the 2015 Junior World Championships.

c) All recommendations shall be made by the National Team Head Coaches by July 17, 2015.

d) The recommendations of the National Team Head Coaches shall be subject to review of the Nomination Committee and must be approved by the Nomination Committee to be effective.

e) If a crew nominated by the National Team Head Coaches and approved by the Nomination Committee satisfies all eligibility criteria, then that crew will represent the United States at the 2015 Junior World Championships.

TRIALS PROCEDURES

Trials Events (W2x, M2x, W2-, M2-, W1x, M1x)

Trials will be held as follows for the indicated boats:

Trials Events	Dates	Location	Entry Deadline
M2x, W2x, M1x, W1x	July 5-7, 2015	West Windsor, NJ	June 29, 2015
W2-, M2-	July 5-7, 2015	West Windsor, NJ	June 29, 2015

The winning boat at the Trials for each of these events will represent the United States at the 2015 Junior World Championships provided that the boat satisfies the Eligibility Criteria and declares his/her intent to compete in the 2015 Junior World Championships, in writing, to Liz Soutter, the USRowing Programs Manager, or their designee no later than two hours after the finals race has been declared official.

Each winning crew is required to propose a coach at the Trials, who is required to travel with the crew for the length of the World Championships, including roundtrip travel with the crew. Coaches will travel as members of the USRowing Junior National Team contingent and will be under the direction of the Team Leader and appropriate Junior National Team Head Coach. Each winning crew is required to pay, **at the trials site**, a fee to cover local travel and housing expenses for the 2015 World Championships. The fee amount will be posted on the USRowing website by June 20, 2015. Trials winners may be responsible for their own boat arrangements/costs and travel costs to World Championships.

Team Boats Trials Procedures

All trials will be run according to the Trials Rules set forth in the USRowing Rules of Rowing unless superseded by these Procedures.

Format for Selection Trials:

Depending on the number of entries in each event, a head race style time trial and finals will be conducted at 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. Due to course configurations, races will follow a 4-lane progression system.

Initial 4-lane Progression:

If there are four or fewer entries, all crews are placed in the first final. If there are five or more entries, crews advancing out of the time trial are placed in the first final; all others are eliminated. All time trials are run using two (2) lanes with 20-30 second gap between each lane (40-60 seconds within the lane). 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:

Number of Entries	Heats	Advance in Each Heat
1-4	0	-
5+	1 (Time Trial)	1 st 4

Finals Format & Seeding – All Trials Boats:

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.

The assignment of lanes for finals shall be assigned according to the order of finish in the previous level of competition. Should no previous level of competition exist, the draw will be randomized.

Tentative Racing Schedule for Junior Trials, July 5-7* (Weather Permitting):

Sunday, July 5: Athlete Meeting

Monday, July 6: Time Trial and Finals Race #1

Tuesday, July 7: Finals Race #2 and Finals Race #3 (will only be held if necessary)

*Dependent upon number of entries and subject to change

General Trial Rules

Entries

There shall be no entry fee charged for trials to select the United States National Team for the Olympic Games or the Pan American Games. For all other trials, the entry fee shall be set by USRowing.

Entries should be submitted through RegattaCentral, accompanied by the correct fee payable. All entries should be received by the posted closing date on the event information page on usrowing.org.

If a trials event is being held in conjunction with another regatta, entries shall conform to that regatta's published procedures and deadlines, and the entry fees shall be paid to the local organizing committee.

Trials Weight Requirements

Coxswains: Male coxswains must weigh a minimum of 55kgs. Female coxswains must weigh a minimum of 50kgs. A coxswain may only carry a maximum of 10kgs. Dead weight to meet this minimum standard.

An official scale will be provided at the Selection Trials course prior to racing. . 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 of each 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 FISA Rules of Racing.

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:

- By USRowing staff, no less than two hours before the 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. The two hour rule may be waived in the case of a withdrawal, exclusion, or disqualification occurring before the start of the first heat, the start of the first repechage, or the start of the first semi-final in a round of racing that would create an imbalance between the number of crews racing in each heat.
- 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.
- Entries may be added up to the Athlete meeting if it does not change printed progressions from the close of entries

Seeding

Seeding for heats will be determined by placement in time trials.

Policy for Misadventure Occurring During Time Trials

1. A crew believing that they have suffered any misadventure during their time trial race and desiring relief from the effect of this misadventure **MUST** stop rowing, move to the outside of their time trial lane, signal to the referees, and wait until assistance is rendered by the referees.
2. Upon confirmation of misadventure by the Referee, the crew will be offered a second opportunity to complete the time trial under either of the following circumstances:
 - a. Return to the starting area and commence their re-row after a suitable interval, but not later than one hour after conveying their decision to the referee on the water.
 - b. Return to the dock, correct any issue causing or incident to the misadventure, and commence their re-row not later than one hour after returning to the dock.
3. The Chief Referee may make reasonable exceptions to the time limits above, based on prevailing circumstances.
4. A crew deciding to finish the time trial may not claim misadventure after finishing.
5. A crew completing the time trial under the above procedure in a time that would have been sufficient to qualify in the original race will be placed into one of the lowest-seeded open slots in the heats.

Any other crew affected by the above procedure, whether suffering misadventure or not, may upon showing good cause petition the Chief Referee to be advanced. The petition must be filed no later than one hour after the race results have been declared official.

Misadventure During the Race

The Race

- a. The Referee following a race may order that a race in progress be stopped, whenever he or she judges that some misadventure draws into question the validity of the race in determining the most competitive crew. Such misadventure need not be otherwise recognizable under USRowing Rules of Rowing. In particular, a race in progress may be stopped when a crew that is in contention to win or advance capsizes, suffers broken equipment, or suffers injury or illness, at any time during the race
- b. A race stopped before completion under subsection (a) above shall be rerowed from the start with all the original crews participating, after a suitable interval has elapsed.

Boat Weigh-In

All boats are required to be at weight according to the FISA Rules of Racing (Bye-Law to Rule 41 – Weights of Boats, Pgs 64a-66). 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 relegation in a race other

then a final, and exclusion in a finals race.

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 may be subject to a warning or exclusion. All athletes and coaches are responsible for abiding by any information given out by USRowing staff and the Chief Referee during the athletes' meeting.

Declaration of Intent to Compete

A crew must declare its intent to compete in the World Championships, in writing, to the USRowing High Performance Director, no later than two hours after the final race has been declared official. If the winning crew declines the nomination to selection, the second-place crew will have the opportunity to be nominated.

Travel Arrangements

USRowing will arrange all accommodation details of the trip for all athletes and coaches, including meals, and all athletes and coaches will attend as part of the USRowing delegation unless granted permission from the High Performance Director to make alternative arrangements. Accommodations do not include airfare or boat logistics.

Fairness Committee

The Fairness committee's composition will be the Chief Referee, the Trials Director, and the designated athlete representative. Along with the role outlined in the Adverse Weather Procedure, the committee will also be authorized to adjust lane assignments, schedule of racing, delays/postponements of the schedule, and other procedural matters in an effort to provide the fairest possible conditions for selection results.

USRowing Athlete Agreement

All national team athletes selected to the National Team must sign and adhere to the Athlete Agreement.

Selection of Replacements:

The Junior Men's and Women's National Team Head Coaches in consultation with the Head Coach of Junior National Team Development, Steve Hargis and the co-chairs of the Junior High Performance Committee, Justin Moore and Gil Roehrs, and USRowing staff will select the male and female replacements for the Junior World Championships. Replacements to the World Championships will only be substituted into an existing crew for any of the reasons listed in the "Removal of an Athlete from the World Championship Team or World Championship Team Boat" section listed subsequently.

All proposed candidates will be evaluated according to the following criteria:

- 2015 Junior World Championship Trials results
- Performance at the 2015 Junior National Team Identification Camps
- Performance at the 2015 Junior National Team Camps
- Competition results during the 2015 season
- 2015 Junior National Team Testing results and other Trials held throughout the year
- Athlete's ability to match the style and technique of the crew as determined by the designated coach
- Physical and physiological characteristics, e.g. height, weight.

Selection of Coaches:

The winning crews from the Junior World Championship Trials, may propose one coach for their boat to the World Championships. The Nomination Committee will then select the team coaches based on the criteria listed below. World Championship Team Coaches will be named no later than three days after the last day of the junior trials.

All proposed candidates will be evaluated according to the following criteria (listed in order of priority):

1. The number of available coaching positions on the team
2. Demonstrated commitment to the crew throughout the year
3. Demonstrated commitment to the National Team throughout the year
4. Choice of and compatibility with the selected crews
5. Number of athletes on the team trained by a particular coach
6. International coaching experience
7. Domestic coaching experience

Selection of other staff:

USRowing Programs staff will select the team manager and other related staff.

Removal of an Athlete, Coach, or Staff Member from the World Championship Team:
A team member may be removed from the team for any of the following reasons:

- A team member may remove himself/herself.
- For behavior in violation of the USRowing Code of Conduct or the 2015 USRowing Team Agreement. Such removal may only take place after a hearing conducted in accordance with the expedited Grievance procedure outlined in Article IX, Section J of the USRowing By-Laws.

In addition, an athlete may be removed from the team under the following circumstance:

- A USRowing team doctor, after consultation with the athlete and the coach of that boat, may declare an athlete medically unable to compete because the athlete's physical condition would inhibit the performance of the boat per the doctor's diagnosis.
- An athlete is not in compliance with USADA/FISA/WADA/IOC/USOC/USRowing anti-doping policies.

Replacement of an Athlete:

If an athlete on the team is unable to continue at any time (as specified above under "removal of an athlete"), the coach of the boat will select a substitute for that crew from any of the replacements or any other existing team members. The newly-selected athlete must be in agreement with such a selection. If the replacement of an athlete has created a vacancy in an existing boat, a new team member (s) may be identified using criteria listed in the "selection of replacements" criteria. The appropriate National Team head coaches must approve such a selection. All athletes selected to the World Championship Team as a result of the trials procedures (detailed above) shall race at the World Championships in the boat-class in which they were selected. If a national team coach is coaching more than one team boat, this coach may alter the line-ups of only those boats s/he was selected to coach. While it is permissible to alter the line-ups of a crew for the world championship, it is not permissible to remove any of the selected athletes from the World Championship Team for reasons other than those listed above.

FUNDING:

USRowing will not be able to provide funding for the Junior National Teams and the Junior World Championships in 2015. The team may derive funding from other sources including the National Rowing Foundation, team fund-raising efforts, and self-funding. For trials boats, a fee for local travel and housing costs at World Championship must be submitted by trials winners for the athlete(s) and coach at the conclusion of trials, and **no later than July 17, 2015** in USD. Bank check, cash and VISA or MasterCard are accepted forms of payment. Trials winners are responsible for their own arrangements and costs for overseas airfare to and from the Junior World Championship and boat rental is not included in the estimated cost. However, flights have been arranged and boats are available for rental. Trials winners are strongly encouraged to travel with the other members of the Junior National Team and purchase of allotted tickets as well as boat rental of boats on-site at the venue can be arranged through Steve Hargis, Junior National Team Head Development Coach.

QUESTIONS:

Any questions on these procedures can be referred to any USRowing programs staff at: Liz Soutter 609.751.0714 or liz@usrowing.org

Questions may also be directed towards the co-chairs of the Junior High Performance Committee:

Gil Roehrs 610-363-7999 gilroehrs@roehrs.com

Justin Moore 315-416-6501 jmoore06@syr.edu

Appendix A– Nominated Coaches

Winning a trial qualifies that crew to represent the United States in that event at the World Championships. The members of that crew must nominate one coach, unless granted permission not to do so by the High Performance Director. Once the Nomination Committee confirms the selections, each coach must:

- Be a championship member of, and be in good financial standing with, USRowing.
- Complete and pass SafeSport certification. Additional information on the program will be provided.
- Abide by the Athlete Selection Procedures and the USRowing/FISA regulations and Rules of Rowing.
- Read and sign the USRowing Code of Conduct.

The USRowing Team will be managed and staffed by USRowing. The qualifying crew, as part of the Team, will be responsible for following all team rules, rights and responsibilities. Each crew must have a one representative (coach/athlete) responsible to attend Team meeting, disseminate Team info and to be held accountable for the crew's compliance with Team rules, rights and responsibilities.

No non-team members are permitted to travel with the Team, stay with the Team or eat with the Team unless granted permission by the High Performance Director.

Appendix B– Adverse Weather Conditions Policy

USRowing Adverse Weather Conditions Policy

National Selection Regattas and Trials Regattas – There shall be a “Fairness Committee” to make changes to the program and/or to the USRowing Progression System if the weather creates unfair or unrowable conditions. The Fairness Committee shall consist of three persons: a representative of the event Jury, the regatta director and the high performance committee or their delegates. The identity of the members of the Fairness Committee shall be announced at the athletes meeting.

Alternative programs in cases of Adverse Weather Conditions

1. It is the duty of the Fairness Committee to determine that the weather has created, or is about to create, unfair or unrowable conditions. It is then the committee’s responsibility to implement the appropriate program from the alternatives described below. In applying these alternatives, the Fairness Committee will always consider (a), (b) and (c) before considering (d) or (e).

- a) To use the lanes offering the most equal conditions.
- b) To delay the racing program, either to later in the same day or to the next day, if the weather forecast indicates that the conditions are likely to improve.
- c) To start racing earlier than previously announced, provided that the announcement of the new times is made at least three hours before racing, or before 9:00 p.m. the evening before in the case of morning racing. The announcement will be made on the USRowing.org Web site and on the posting board at the event site.
- d) To re-allocate the lanes for each individual race, using placement from the previous round to put the crews with the better finish (or the seeded crews for the heats or final where there are no heats or the fastest in the case of a Time Trial) in the better lanes. For a heat, the unseeded crews shall start in the order of their lanes, as assigned to them in the official draw. Where two or more crews have the same placement in the immediately previous round, (e.g. each were heat winners), then there shall be a draw to determine their lanes.
- e) To implement the Time Trial System for each individual race, e.g. if there were four heats from the official draw, then there shall be four separate Time Trial Races.

2. After the Fairness Committee has determined that alternatives (a) to (e) in 1) above are not appropriate solutions to the difficulties created by adverse weather conditions and after consultation with the teams/athletes at an Athletes’ Meeting convened for this purpose, it is the duty of the Regatta Director to decide whether to implement one of the following solutions in order to continue the regatta:

- a) To omit a round of the event (e.g. semifinals) where adverse conditions have stopped racing for a significant period of time. In such a case, the composition of the next rounds will be determined on the basis of the results of those rounds that

have been completed and may necessitate more than six crews in each race. Wherever possible, the rankings of the crews in the previous rounds will be used as the basis for the composition of the next rounds.

- b) To reduce the length of the race to no less than 1,000 meters where conditions are so adverse that no other alternative is possible.

Appendix C -USRowing Code of Conduct

The United States Rowing Association ("USRowing" or the "Association") expects and requires all persons associated with USRowing to conduct Association business with integrity and to maintain the highest standard of personal conduct and ethics in the affairs of USRowing.

Conflict of Interest

No USRowing employee, director, officer, committee member, athlete (defined as an individual training at a USRowing/USOC center or named to a national team), referee, volunteer, event participant, coach, trainer (an "Individual") shall have a direct or indirect interest in, or material relationship with, any outside organization or person, or with an internal entity, that might affect (or might reasonably be perceived by others to affect) the objectivity or independence of that Individual's judgment or conduct in carrying out her/his duties and responsibilities to the Association.

Examples of such conflict of interest include, but are not limited to:

- Directly or materially benefiting from personal involvement with grantees, suppliers, sponsors, agents or members of USRowing;
- Accepting material payments, services and/or loans from such an entity;
- Holding a material relationship with another international rowing federation, National Olympic Committee or national governing body which might impact one's judgment or the performance of an individual as an athlete, coach or representative of USRowing;
- Engaging in outside employment which might impact that Individual's job performance, efficiency or employment with USRowing;
- Owning or acquiring property as a result of confidential information obtained through one's position with USRowing, or which property was impacted by USRowing action.

Improper use of Information and Assets

No Individual shall use for her/his personal gain, or disclose outside of USRowing, any confidential information obtained through her/his association with USRowing. This includes (without limitation) spoken, written and computer-generated data. This also includes (without limitation) confidential information or trade secrets obtained through her/his association with USRowing as an athlete or coach, such as training and high performance plans.

No Individual shall use for her/his personal gain trademarks, logos, intellectual properties or copyrighted materials owned by USRowing, unless authorized in writing by USRowing.

No Individual 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 Individuals shall be responsible for prevention of the loss, damage, misuse or theft of property, records, funds, equipment or other assets belonging to USRowing.

Gifts, Gratuities and Entertainment

No Individual 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, those gifts should be considered a contribution to USRowing and shall be immediately turned over to USRowing through any officer or the CEO as a contribution from the original source.

Unsolicited gifts or gratuities of 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

Individuals 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 USRowing; (d) abide by the Athlete Protection Policy found within the USRowing Internal Policies and Participant Safety Handbook, and (e) abide by the rules of competition in all events entered.

Administration

This code will be provided and posted annually on the USRowing website under the governance section and association employees 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 intended to complement and strengthen those documents and the Association.

Handling a Conflict of Interest

All situations involving a conflict of interest in a business relationship or in outside activities should be reported and/or approval obtained as described in this section. 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.

An employee shall make full disclosure of the nature and extent of any actual or potential conflict of interest to the Chief Executive Officer. All other Individuals will make full disclosure to the Chair of the Ethics Committee of the Board of Directors. The Ethics Committee of the Board of Directors will determine the existence of the conflict and appropriate action, if needed.

Individuals in position of conflict are precluded from participating in any further consideration of, or action related to, the conflict matter; however, Individuals may be requested to provide information on the transaction in question and answer questions from the relevant authority. The existence of a conflict or potential 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, national team athlete, national team coach or USRowing employee, and may result in the imposition of a sanction, which includes (without limitation) suspension or termination of USRowing membership.

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

Appendix D – USRowing National Team Athlete Agreement

Overview:

The success of USRowing, our teams and ultimately our athletes are interconnected and synergistic with each piece working in partnership with the other. This partnership agreement outlines the basic structures of support as well as the responsibilities USRowing has to the athlete, and the athlete's roles and responsibilities to the team and USRowing.

General Responsibilities of USRowing

USRowing is endorsed as the national governing body for the sport of rowing by the USOC and is tasked with developing, selecting, and supporting athletes who will represent the United States at international competitions with the ultimate objective of winning medals at the World Championships and Olympic Games.

In order to fulfill this role, USRowing organizes, promotes, and manages a wide range of programs intended to support athletes in training for elite international competition. USRowing also provides training and competitive opportunities for athletes and provides support services for athletes, coaches, clubs, race organizers, and officials.

USRowing establishes and services commercial marketing relationships with various sponsors and partners at both a local and national level. Our brand, marks, training center names and the term "USRowing National Team" are assets of USRowing and cannot be used without express written permission.

From time to time, USRowing will promote our sponsor relationships and may request athlete participation. Participation by the athlete is not required under this agreement, and the terms for such opportunities are outlined under the separate USRowing Athlete Marketing Agreement.

As it relates to national team athletes, USRowing is responsible for the following general functions:

- Coordinate the provisions of USOC programs, services and support to the athlete.
- Assist athletes in compliance with USOC and FISA obligations and requirements.
- Assist athletes in compliance with registration and participation in anti-doping programs through USADA.
- Create and implement the USRowing High Performance Plan and the associated funding structures to support it.
- Recruit and retain competent and highly competitive national team coaching staff.
- Coordinate the USRowing programs, camps, services, and structures that support a competitive environment for the athlete.

- Coordinate logistics for USRowing team trips to domestic and international camps and competitions.
- Act as intermediary and official contact between USRowing teams and FISA for international competitions.
- Establish and implement team selection procedures and processes.
- Provide each athlete team member with official racing uniform.
- Provide each athlete team member with accident and excess medical insurance coverage for injuries sustained while training for the national team.
- Establish sponsorship opportunities that support athlete programs.
- Establish marketing opportunities to benefit the sport as well as USRowing athletes.
- Assist athletes in compliance with USRowing obligations and requirements.

General Responsibilities of Athletes

The athlete is both the beneficiary of USRowing services and the reason they exist. This role creates a synergistic effect where in order for an athlete to benefit from the services provided, participation in the process is essential.

USRowing recognizes the desire and right of athletes to market and engage in commercial relationships individually. USRowing may not use or authorize the use of an individual athlete's image, picture, likeness, voice, name or biographical information for the purpose of trade, including any use in a manner that would express or imply an endorsement of any company. Team images and boat-by-boat images may be used in the context of competition and training to support the marketing of the sport and USRowing in general.

The list below outlines the athlete's responsibilities to USRowing to ensure continued support of future generations of athletes:

- Make a good faith effort to succeed in each and every event in which he or she is entered.
- Maintain an active Championship membership in good standing with USRowing. (note: an athlete with an outstanding invoice owed to USRowing for longer than 30 days, is not considered in good standing)
- Abide by all provisions of the USRowing Bylaws, SafeSport Policies and Code of Conduct and remain eligible to compete under IOC, FISA, and USOC standards.
- Abide by local, state, federal and international laws.
- Athletes who are eligible to row for a collegiate program will ensure they are in compliance with regulations of their respective collegiate association, conference, and/or college.

- Conduct themselves at all times in a professional and ethical manner that is in accordance with their role as representative of USRowing, the USOC, and the United States.
- Make a good faith effort to participate in USRowing-sponsored media events, interviews, and other activities that serve to enhance public awareness of and support for the sport, the individual athlete's public recognition, and USRowing's public reputation and awareness.
- Display USRowing sponsor decals on rowing equipment during official USRowing camps, training, and while racing as a USRowing entry. Athletes may request permission from USRowing to display individual sponsor decals which will be responded to by the CEO in a timely manner.
- Maintain up-to-date contact information with USRowing staff and comply with information requests in a timely manner.
- Comply with International Olympic Committee (IOC), World Anti-Doping Agency (WADA), United States Olympic Committee (USOC), Fédération Internationale des Sociétés d'Aviron (FISA), and United States Anti-Doping Agency (USADA). Any athlete who receives an anti-doping sanction, meaning a positive test or another violation that negates eligibility with its respective testing organization, will have any benefits afforded to them by this athlete agreement revoked subject to appeal.
- Enroll in USADA's registered testing pool (RTP) if and when the athlete meets the enrollment criteria, or when it is required by the USOC for eligibility purposes.
- Maintain up to date medical information with USRowing, including the timely filing of appropriate therapeutic use exemption forms as needed with USADA and FISA.
- Provide USRowing staff with notice of any medical issue or injury that may affect athletic performance in training or competition.
- Consent to USRowing's provision, through medical staff of USRowing's choice, basic medical care, athletic training, physical therapy, transportation and emergency medical services as warranted in the course or participation in an USRowing training camp and/or national team.
- Abide by any specific rules and policies of the athlete's respective USRowing training center, if training at such a location.

- Abide by codes of conduct imposed by other organizations that host the athlete domestically or abroad.

The athlete acknowledges and appreciates the risks associated in participating in rowing, and agrees that the USOC, USRowing, and its sponsors, suppliers, employees, agents, volunteers, local organizing committees, officers, and directors are not liable for loss or damage.

ATHLETE:

USRowing:

Signed:

Signed:

Print Name:

Print Name:

Date:

Date: