

USA RUGBY
ATHLETE SELECTION PROCEDURES
Pan American Games, 2019
Rugby 7s, Women
August 28, 2018

1. SELECTION SYSTEM

1.1. Provide the minimum eligibility requirements for an athlete to be considered for selection to the Team:

1.1.1. Nationality/Passport requirements:

Athlete must be a national of the United States at the time of selection.

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

1.1.2. Minimum International Olympic Committee (IOC), International Paralympic Committee (IPC) and/or Pan American Sport Organization (PASO) standards for participation:

Any competitor in the Olympic, Paralympic, Pan American or Parapan American Games must be a national of the country of the National Olympic Committee (NOC) or National Paralympic Committee (NPC) that is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the Olympic Charter (Rule 41), the IPC Handbook (Section 2, Chapter 3.1), or the PASO Statutes (Article XXII, Sections 4 and 5).

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

- All athletes are subject to World Rugby (WR) Regulation 8:
<http://www.worldrugby.org/wr-resources/WorldRugbyDIR/Handbook/English/pubData/source/files/Regulation8.pdf>

1.1.4. Other requirements (if any):

- Athletes must have successfully completed all Games Registration requirements by the stated deadline.

- Athlete must be a member in good standing of USA Rugby.
- Athlete must be registered in the current year's Club and Individual Participation Program (CIPP) with USA Rugby.

1.2. Tryout Events:

1.2.1. Provide the event names, dates and locations of all trials, events and camps to be used as part of the selection process.

- 2019 USA Rugby Women's 7s Residency Program
- 2018 Rugby Sevens World Cup, July 20-22, 2018
- 2018 & 2019 High Performance 7s Camp
 - Pre-7RWC Camp, 2018
 - Chula Vista EATC, Sep 17 - 21, 2018
 - Chula Vista EATC, Oct 15 - 19, 2018
 - Chula Vista EATC, Nov 12 - 16, 2018
 - Chula Vista EATC, Jan 6 - 11, 2019
 - Chula Vista EATC, Mar 31 – Apr 5, 2019
 - Chula Vista EATC, Apr 28 – May 3, 2019
 - Chula Vista EATC, Jun 6 - 16, 2019
- 2017-18 and 2018-19 Women's Sevens World Series:
 - 2017 Dubai 7s, Nov 30-Dec 1, 2017
 - 2018 Sydney 7s, Jan 26-28, 2018
 - 2018 Kitakyushu 7s, Apr 21-22, 2018
 - 2018 Langford 7s, May 12-13, 2018
 - 2018 Paris 7s, June 8-10, 2018
 - 2018-19 Locations and Dates to be determined by World Rugby in summer 2018 and posted at www.usarugby.org within 5 days of notification from World Rugby.

1.2.2. Provide event names, dates, locations and description of how athletes qualify for the trials, events and camps listed above in 1.2.1. (if any).

- 2017 & 2018 USA Rugby Women's 7s Residency Program
- Performance during USA Women's National Team (15s) 2017 & 2018 Camps and Matches
 - 2017 June Camp Chula Vista EATC
 - 2017 Women's 15s Summer Residency Chula Vista EATC
 - 2017 Women's Rugby World Cup
 - 2018 Women's Senior 15s Camp, Jul 30 – Aug 3
 - 2018 International Test Series, Nov 2 – 18
- Performance during USA Women's Collegiate All-Americans (WCAA) (7s & 15s) 2018 Camps and Matches

- 2018 WCAA 7s Camp, June 13-17, 2018 @ Elite Athlete Training Center, Chula Vista, CA
- 2018 National Development Academy 7s Tournament, Jun 16 – 17, 2018 @ Elite Athlete Training Center, Chula Vista, CA
- 2018 WCAA 15s Camp, Jun 19 – 24, 2018 @ Dartmouth University
- Performance during USA Women’s Junior All-American (WJAA) 15s 2017 & 2018 Camps and Matches
 - June 2017 Camp, Grande Sports World
 - July/Aug 2017, WJAA v. Canada U-20s
 - June 28 – July 1, 2018, WJAA Camp @ EATC Chula Vista, CA
 - Aug 13-19, 2018 – Women’s U20s Competition with Canada and England @ Canada
- Performance during USA Girls High School All-American (7s & 15s) 2017 & 2018 Camps and Matches
 - June 2017 Camp, Grande Sports World
 - July/Aug 2017, WJAA v. Canada U-20s
 - March 1-3, 2018, Youth Olympic Games Qualifier
 - Jul 24-30, 2018, CanAm Futures (U18) Camp and Matches @ Lake Placid, NY
- Performance during 2017 & 2018 Senior Club (7s & 15s) Matches, Play-offs and Championships
- Performance during 2017 & 2018 Collegiate 7s & 15s Games, including Play-Offs, USA Rugby Championships, and Collegiate Rugby Championships (CRCs)
- Performance during 2017 & 2018 High School 7s & 15s Rugby Games, including Play-Offs and Championships
- Recommendations from USA Rugby Academies: <https://www.usarugby.org/olympic-development-academy/>
- Crossover Athlete Recommendations
- 2018 Olympic Hopeful Camp

All dates and locations for events will be posted at www.usarugby.org at least 30 days in advance.

1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process (include maximum Team size).

The team will be selected through discretionary measures as described in Section 2.

2. DISCRETIONARY SELECTION (if applicable)

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

The sport of rugby is not a measured or timed event. Rugby is a team sport that requires a wide range of individual skills that combine to form effective units in a dynamic environment. In the selection of athletes who will compete together as a team, it is difficult to make selection decisions based solely upon objective criteria. It is the belief of USA Rugby that considering the mix of Selection Criteria set out in Section 2.2 will result in the best athletes who will work together and be the most competitive team.

The 2019 Pan American Games occur during the designated off-season of the Senior National Sevens Team in order to maximize peak periodization for the 2020 Olympic Games. The prioritized athlete pool for the 2019 Pan American Games will consist of athletes who project to the 2024 Olympic Games. There will be consideration given for athletes who project to the 2020 Olympic Games who were not available for the 2019 Sevens World Series or Olympic Qualifying events due to injury if it is determined by the USA Rugby medical, strength and conditioning staff that match time during the designated off-season is a key component to that athlete's development towards the 2020 Olympic Games.

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

Rugby is a team sport requiring effective combinations and individual skills. Thus, the following discretionary criteria are considered in the selection of players. The collective whole of the team and balance of selections of athletes will be prioritized over any one criteria.

2.2.1. The following criteria shall be used to select the Pan American Games Team:

Physical

- Speed
- Aerobic / Anaerobic Fitness
- Strength / Power

Recommended Athlete Performance Standards are updated annually and the current version as of Aug. 13, 2018 can be found in Attachment B.

Technical

- Athletes will be evaluated on the four technical core skills (catch-pass, tackle, ruck, evasive running) based on performance in one or more of the events listed in Section 1.2.1.

- Athletes will be evaluated on her specialist skills (restart kicks, restart aerial skills, scrum engage, conversion kicks, lineout throws, lineout aerial skills) based on performance in one or more of the events listed in Section 1.2.1.
- An athlete's projected ability to advance to the 2024 Olympic Team and ability to contribute to the Team's success in 2024 and beyond will be taken into consideration for selection to the 2019 Pan American Team. An athlete's future Olympic Team potential will be judged based on the coaching staff's assessment using the criteria contained in these procedures.

Tactical

- Athletes will be evaluated on tactical awareness in game situations in one or more of the events listed in Section 1.2.1. by national coaching staff which will be taken into consideration for selection.

Psychological/Social

- **RESPECTFUL:** On & off the field. On the field the athlete respects her opponents and respects the rules of the game. She respects the competitor's code, to play with the desire, constructive attitude, and competitive spirit of the game of rugby. Athletes treat equipment, facilities, teammates, coaches, officials and all others with respect at all times. Leave meeting rooms, training venues, and other common areas better than when she finds it.
- **INTEGRITY:** The athlete attempts to do what's right no matter who's watching, even if the choice is unpopular or personally costly. The athlete does not engage in behavior that might cause division among players or staff. The athlete is mindful and cautious of remarks made to the media or others that may affect her teammates or the team overall.
- **LEADERSHIP:** Athletes positively influence their teammates, making them better and more productive.
- **COACHABLE:** The athlete should be open and embracing of new ideas as well as criticism. She is committed to placing the team's needs above her own and therefore selections will be made with the team's best interest in mind. The team comes first.
- **GROWTH:** The athlete has a growth-mindset—she sees herself as fluid, a work in progress.

Following the end of the events listed in Section 1.2.1, the Pan American Games Selection Committee will select a Team of 12 athletes who best meet the criteria above, considering the composition of the whole team.

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

General Manager, National Teams & High-Performance
General Manager of Women's Rugby
International Athlete Representative
Head Coach, USA National Women's Sevens Team

Should any individual be unable to serve on the committee, he/she will be replaced accordingly.

- 2.3.1. Specify the process that will be used to identify and handle any potential conflicts of interest involving a member of the committee.

Any member of the selection committee, with or without voting rights, that has a possible conflict of interest must disclose it.

A conflict of interest, as it applies to USA Rugby national team(s) selections, is defined as an individual who has an affiliation outside of the national team with an athlete in contention for the applicable team selection will be deemed to have a conflict of interest:

1. Financial or business relationship with an athlete in contention, exclusive of USA Rugby national team athlete agreements.
2. Personal coach of an athlete in contention or a member of the athlete's coaching staff (i.e., head or assistant coach in a club program or any member of a collegiate coaching staff), exclusive of USA Rugby national teams.
3. For athlete representatives, a teammate (same training club) of an athlete in contention.
4. Employed by, or has an ownership interest in, a club where the athlete in contention is training.
5. Any other personal or professional relationship with a contending athlete, whether present or past, that could compromise an individual's ability to participate in the selection process in an unbiased manner.
6. Any of the above affiliations by a Related Person to the selection committee member. A Related Person is any person who is related by blood or marriage, or whose relationship with the selection committee member is similar to that of persons who are related by blood or marriage; including a spouse, domestic partner, parent or sibling, child, grandchild, or the spouse of any of these; or an individual living in the same home as the selection committee member.

If such conflict exists, the selection committee member must recuse him/herself from committee discussions and voting. A conflict of interest must be disclosed as soon as an individual is aware of a potential conflict. A conflict of interest disclosure can occur:

1. *Self-disclosure*. A conflict of interest exists for any selection committee member who meets the definition of a conflict detailed in the above definition(s). Conflicted individuals have an affirmative duty to make any potential conflicts known prior to the start of the selection process.
2. *Situational Conflicts*. At the onset of the selection process, it is not always definitive if a conflict exists, or will continue to exist, especially when the selection process spans multiple competitions. A selection committee member may initially have a conflict with an athlete in contention; however, once the athlete affiliated with the selection committee member is no longer in contention for team selection (i.e., did not meet a selection score to advance in the selection process, suffered an injury, etc.), the selection committee member is no longer deemed conflicted.
3. *Evaluative Standard*. USA Rugby's Performance Game Board is the committee designated to evaluate conflicts of interest for performance selection committees. The evaluative standard will be to err on the side of the competing athletes.
4. *Conflict Review*. In the case where it is not clear if a conflict exists or where a potential situational conflict requires evaluation, an individual/program/committee may request that the conflict is reviewed by USA Rugby Performance Game Board. The request must be made prior to the start of the selection process, or as soon as possible after a potential conflict has been identified.
5. *Athlete Rights*. Any competing athlete who is involved in a selection process governed by this *Conflict of Interest Guide for Athlete Selection* who believes that a member of a selection committee is conflicted has the right to request that USA Rugby evaluate the potential conflict. Such request should be made as soon as the competing athlete identifies a possible conflict, and prior to the start of the final selection competition.

Further, the committee member should not otherwise influence other members of the committee in the selection process upon determination of a conflict of interest. However, a committee member who recused him/herself, but who has relevant and necessary information with respect to athlete performance, for example a national team coach or high performance director, may, if requested by the selection committee, provide such information to the committee so long as such information is

provided in a fair and unbiased manner and the committee member who declared the conflict of interest does not vote toward the final decision.

3. REMOVAL OF ATHLETES

- 3.1. Prior to entry by name to the Local Organizing Committee by the USOC, the NGB has jurisdiction over potential nominees.

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the NGB CEO/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by the NGB. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB, his/her injury will be assumed to be disabling and he/she may be removed.
- 3.1.3. Failure to participate in Mandatory Training and/or Competition as defined in Section 9 of these procedures.
- 3.1.4. Violation of the NGB's Code of Conduct (Attachment A).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the NGB's Bylaws (Article XI section 11.2 and 11.3) and the USOC's Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to any applicable NGB Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at:

<http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman/Resources/Code-of-Conduct>

<http://www.teamusa.org/Footer/Legal/Governance-Documents>

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, PASO, IPC, WADA, IF, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable.

4. REPLACEMENT OF ATHLETES

4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:

4.1.1. prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

Replacement players will be selected based on the needs of the team using the criteria outlined in section 2.2.

4.1.2. after submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

Replacement players will be selected based on the needs of the team using the criteria outlined in section 2.2.

5. SUPPORTING DOCUMENTS

USA Rugby 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 Ceremony of the Games.

6. REQUIRED DOCUMENTS

In addition to the USOC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Pan American Games and are included as attachments:

- USA RUGBY Code of Conduct (Addendum A)

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

7.1. NGB/HPMO Web site: www.usarugby.org

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

8. DATE OF NOMINATION

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

A pool of up to 30 athletes in consideration for the 2019 Pan American Men's Sevens Team will be named on or before June 1, 2019.

From the pool named on June 1, 2019, the final 12 athletes selected to the 2019 Pan American Games Team will be named on or before June 20, 2019, 9:00 a.m. Mountain Time.

*Removal and replacement procedures, per this document, Sections 3. and 4. apply, to both the Roster of 30 and Final Roster of 12.

9. MANDATORY TRAINING AND/OR COMPETITION

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

Pre-departure Camp, Elite Athlete Training Center, Chula Vista, CA. Dates TBD. Any changes to the location, schedule and / or duration of mandatory training will be announced at least 30 days in advance over email to the athletes selected.

10. 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.

11. DEVELOPMENT OF SELECTION PROCEDURES

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

- General Manager National Teams, Alex Magleby
- International Athlete Representative, Emily Azevedo
- High Performance Team Services Manager, Yvonne Parkhurst

12. NGB BYLAWS AND GRIEVANCE PROCEDURES

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

<https://usarugby.org/documentation/about/usarugbybylaws.pdf>

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, PASO, as applicable, and/or World Rugby rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, PASO, as applicable, and/or World Rugby rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Rugby. 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.

14. ATHLETE OMBUDSMAN

Athletes who have questions regarding their opportunity to compete that are not answered by USA Rugby may contact the USOC Athlete Ombudsman, Kacie Wallace, by:

- Telephone at (719) 866-5000
- Email at Kacie.wallace@usoc.org
- <http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman>

15. NGB SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF and/or CF (PAG/PPAG only) and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Rugby.

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

* If the 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 Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB must designate an athlete from that sport to review and sign the Selection Procedures.

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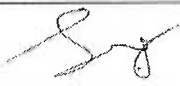


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Position	Print Name	Signature	Date
NGB President or CEO/Executive Director	ROSS YOUNG CEO		8/30/18
Nat. Team Coach, Head Coach, or Nat. Program Director	Alex Magleby, General Manager		8/29/18
USOC Athletes' Advisory Council Representative*	Emily Bzevedo		9/4/18

USA Rugby Code of Conduct

ATHLETE PLEDGE

I pledge to uphold the spirit of the USA Rugby Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA National 7s Team (the “Team”). I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to the Team.

As a Member of the Team, I hereby promise and agree that I:

- will abide by all published rules related to the Team selection procedures as approved by USA Rugby and the USRPA and published with reasonable notice to Athlete;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- will submit to a physical examination by USA Rugby medical personnel if my ability to compete is compromised due to physical injury and I understand that such injury may be cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the Team.
- will not commit an anti- doping violation as defined by the International Olympic Committee (IOC), World Rugby (WR), the World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA) or the United States Olympic Committee (USOC) rules;
- am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;

- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- will not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
- am eligible to compete under the rules of World Rugby;
- am in possession of a valid USA passport, that will not expire prior to six months following the conclusion of the international competition, should I be chosen for an international team that requires a passport;
- will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- will respect the property of others whether personal or public;
- will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- will not engage in sexual/romantic relationships with coaches or other participants over whom the player has evaluative, direct, or indirect authority because such relationships are likely to impair judgment or be exploitative.
- will follow my Team's written rules, including by way of example, rules regarding curfew, attire, on-time attendance at team meetings and trainings, consumption of alcoholic beverages and prohibitions on the release of confidential team information, provided those rules are well-publicized with sufficient notice to Athlete;
- will abide by the rules of World Rugby concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos.
- understand that if I require legal representation because I am accused of criminal misconduct or an anti-doping violation, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- will act in a way that will bring respect and honor to myself, my teammates, USA Rugby and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.

ATTACHMENT B

USA RUGBY WOMEN'S STRENGTH & CONDITIONING STANDARDS

STRENGTH AND POWER - KG				
55kg Players (121 lbs)				
	1RM	3RM	5RM	U18 3RM
Bench Press	65	60	55	55
Chin	65	60	55	55
Box Squat	120	112	105	105
Deep Squat	105	97	90	90
Dead Lift	130	115	107	107
Power Clean	80	75	70	65
65kg Players (143 lbs)				
	1RM	3RM	5RM	U18 3RM
Bench Press	75	70	65	65
Chin	75	70	65	65
Box Squat	130	120	112	112
Deep Squat	115	110	105	105
Dead Lift	140	130	120	120
Power Clean	90	85	80	70
75kg Players (165 lbs)				
	1RM	3RM	5RM	U18 3RM
Bench Press	80	75	70	110
Chin	80	75	70	100
Box Squat	145	135	127	127
Deep Squat	130	122	115	115
Dead Lift	150	140	130	130
Power Clean	95	90	85	75
85kg+ Players (187+ lbs)				
	1RM	3RM	5RM	U18 3RM
Bench Press	90	85	80	80
Chin	90	85	80	80
Box Squat	170	162	155	155
Deep Squat	145	137	130	130
Dead Lift	155	147	140	135
Power Clean	100	95	90	85
SPEED				
	10m	40m	10m (U18)	40m (U18)
Tight 5	1.85	5.70	1.85	5.70
Backs	1.80	5.40	1.80	5.40
Forwards	1.90	5.55	1.90	5.55
VERTICAL & HORIZONTAL POWER				
	Squat Jump - inches	CMJ - inches	SL Triple Jump	SL Triple Jump
Tight 5	19	20	5.5m	6.5m
Forwards	22	23	6m	7m
Backs	24	26	6.5m	7.5m
ENDURANCE				
	YOYO	RSD	Bronco	Bronco (U18)
Tight 5	L16.4+	1325+	<5.50min	<6min
Forwards	L17.4+	1400+	<5.30min	<5.40min
Backs	L18.4+	1450+	<5.00min	<5.15min