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 nomination.
   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 Paralympic Committee (IPC) standards for participation:

   Any competitor in the Paralympic Games must be a national of the country of the National Paralympic Committee (NPC) which 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 IPC Handbook (Section 2, Chapter 3.1).

1.1.3. Minimum International Federation (IF) standards for participation (if any):

   - Federation Internationale Des Societes D’Aviron (FISA) requires athletes to sign the Rowers’ Commitment Form which can be found at http://www.worldrowing.com/fisa/publications/.
• Eligible athletes must have competed in at least one official FISA competition between January 1, 2018 and June 7, 2020. If an athlete has not competed in a FISA competition after January 1, 2018, and the athlete hopes to qualify for the Paralympic Games, he/she will need to
compete at a FISA event in Spring 2020. The options for competition are: Final Paralympic Qualification Regatta, Gavirate, ITALY on May 8-10, 2020, and World Cup II in Verese, ITALY on May 1-3, 2020.

- Be internationally classified either with a 'Confirmed' sport class status or a 'Review' sport class status with a review date after December 31, 2020 (additional info can be found under 1.1.4);

1.1.4. Other requirements (if any):

- Athlete must be a member in good standing of USRowing and must abide by the Selection Procedures and USRowing Rules of Rowing requirements and regulations. Current version can be found at: http://www.usrowing.org/about/rulesofrowing

- All athletes must adhere to the USRowing ECG & Pre-Competition Health Guidelines. Current version can be found at: http://www.usrowing.org/ecg-health-screening-requirement/

- Athlete must successfully complete all Games Registration requirements by stated deadline.

- Any athlete age 18 or older will be required to undergo a background screen in accordance with the current USOPC Background Check Policy.

- Any athlete age 18 or older as of the Closing Ceremony will be required to complete the U.S. Center for SafeSport’s online training.

- A USASportClassification is needed prior to the trials or selection camp date (coxswains excluded). If you are not sure if you have been classified, review the USA Classification Master List at: http://www.usrowing.org/para-rowing-classification-information/If you do not see your name, please contact Wendy Wilbur at wendy.wilbur@usrowing.org at least 45 days prior to the date of the trials or selection camp for assistance if needed. To clarify, this is only to participate in a trials or selection camp. There are additional requirements to compete in a FISA event or the Paralympic Games.
• To compete in any FISA Event or Paralympic Games, athletes must have been classified by a FISA Classification Panel and have been issued either a 'Confirmed' sport class status or a 'Review' sport class status with a review date after December 31, 2020 on the FISA Master Classification list (coxswains excluded). If an athlete is not on the list, or has a review date prior to December 31st, 2020 they must become classified/re-classified by a FISA International Classification Panel.

• The FISA Master Classification List can be found at http://www.worldrowing.com/para-rowing.

• To become classified by a FISA International Classification Panel, go to http://www.worldrowing.com/para-rowing and download the FISA Medical Diagnostic Form. This form and all additional supporting medical documentation (listed on Pg. 2, third column, of the form) must be completed by a physician. Visually impaired athletes must have the VI Medical Form completed by an Ophthalmologist.

• These completed forms must be submitted to USRowing by e-mail to Wendy.Wilbur@usrowing.org. USRowing will then forward them to the FISA Head of Classification. For athletes hoping to be classified by the Gavirate FISA Classification Panel (May 8, 2020), you must submit your form no later than March 20th, 2020, noon EST.

• For athletes hoping to be classified by the Varese FISA Classification Panel (May 1, 2020), you must submit your form no later than March 13, 2020, noon EST.

• Non-classified athletes that have not submitted their FISA Medical Forms by the above deadlines will not be able to be classified by a FISA International Classification Panel, and will not be able to participate in 2020 Paralympic Selection.

PLEASE NOTE: Costs associated with becoming US or FISA Classified are the responsibility of the athlete.
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.

Paralympic Trials (PR1 W1x, PR1 M1x, PR2 Mix2x) April 13-18, 2020 Sarasota, FL

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).

- Trials events are open enrollment
- Camp requirements are listed in 1.3 below under PR3Mix4+

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).

Maximum team size for the Paralympic Games will be nine (9) athletes, (4 women, 4 men, 1 coxswain) in a total of four (4) events.

US Rowing qualified to compete in all four (4) Paralympic events at the 2019 FISA World Rowing Championships.

PR1 M1x, PR1 W1x, PR2 Mix2x

The PR1 M1x, PR1 W1x, and PR2 Mix2x shall be selected according to the following selection method:

The winner of the Paralympic Trials, April 13-18 2020, will be nominated to the Paralympic Team, provided that he/she satisfies the eligibility requirements AND he/she declares their intent to compete in the Paralympic Games, in writing, to, Matt Imes USRowing High Performance Director (Matt.imes@USRowing.org) no later than two hours after his/her final race has been declared official. Should the winner of the Qualified Paralympic Trials not declare his/her intent to compete, or if the winner of
the trials does not satisfy the eligibility requirements, then the digression for selection will begin with the second-place finisher in the final raced at the Paralympic Trials.

**PR3 Mix4+**

The PR3 Mix4+ shall be selected through a Selection Camp according to the following selection method:

a) Qualification for Selection Camp:
   1. Qualification: An athlete who has at least two years of rowing experience and who meets the following criteria may be considered for invitation to the selection camp.
      - Women: 2000m erg score of 7:20 minutes with a rating between 28 and 34 spm, achieved between February 15 and March 29, 2020, witnessed by a coach and submitted to Ellen Minzner at ellen.minzner@usrowing.org by March 31, 2020.
      - Men: 2000m erg score of 6:25 minutes with a rating between 28 and 34 spm, achieved between February 15 and March 29, 2020, witnessed by a coach, and submitted to Ellen Minzner at ellen.minzner@usrowing.org by March 31, 2020.
      - All rowers must have a confirmed FISA classification, or at minimum PR3 USA Sport Classification prior to camp start date. Please contact Wendy Wilbur at wendy.wilbur@usrowing.org for assistance if you have questions.
      - The erg score submission must be accompanied by a letter of recommendation by a coach confirming both the score and the athlete's minimum 2 years of rowing experience.
      - All submissions shall be sent to Ellen Minzner at ellen.minzner@usrowing.org by March 31, 2020.

2. Invitation. The USRowing Para HPD and PR3 Mix4+ Head Coach may recommend that additional athletes for the PR3 Mix4+ be invited to the Selection Camp.
   - Recommendations for invitations:
     1. Invitations shall be subject to review and approval of the Nomination Committee (Section 2.3). In determining recommendations for invitations, the PR3 Mix4+ Head Coach shall consider any or all of the following factors, which are listed in no particular order:5
b) Dates and Locations of Selection Camp

1. Dates for the Selection Camp is as follows:
   - The PR3 Mix4+ camp will be held in Boston, MA from June 3 - 14, 2020. If the location were to change, all camp participants will be notified at least 30 days prior to the start of the Selection Camp.
   - The PR3 Mix4+ Head Coach may elect, at their sole discretion, after consulting with the Nominating Committee (Section 2.3), to set an end date for the Selection Camp that is earlier than the dates listed above. They also may permit Selection Camp participants to arrive later than the stated start date in order to participate in international events, for health or for other personal reasons.
   - Any start date and/or location changes will be posted on www.usrowing.org at least 30 days prior to the start of camp.

c) Selection Camp

1. At the conclusion of the Selection Camp, the PR3 Mix4+ Head Coach will evaluate potential crews for the boat he/she will coach based on the following factors, which are listed in no particular order:
   - Competitive performance during training sessions;
   - Overall performance at the Selection Camp;
   - Athlete's sport class and how that fits into overall group;
   - Athlete's compatibility with rest of crew;
   - In the case of coxswain, the athlete's weight and steering ability;
   - Erg Performance;
   - Recommendations from athlete's previous coaches.

2. 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 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 2020 Paralympic Games.

3. All recommendations shall be made by the PR3 Mix4+ Head Coach on or before June 15, 2020

4. The recommendations of the PR3 Mix4+ Head Coach shall be subject to review of the Nomination Committee and must be approved by the Nomination Committee to be official.

5. If a crew nominated by the PR3 Mix4+ Head Coach and approved by the Nomination Committee (Section 2.3) satisfies all eligibility requirements (see Section 1.1), then that crew will be nominated to represent the United States at the 2020 Paralympic Games.

2. DISCRETIONARY SELECTION (if applicable)

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

In the case of the PR3Mix4+ camp selection, discretion is used to determine the fastest combination of top athletes. This process allows the fastest individual athletes to come together in one location to assemble the best combination of talent in the PR3 Mix4+. At camp, individual athletes will be selected by comparing one athlete against another to form the best combination of talent for the boat.

Camp selection ensures that every athlete has an opportunity for selection to the team boat. The camp selection process for team boats, while based on objective racing and performance markers during the camp, also must include subjective team related performance assessment. The dynamic of teamwork and movement in a team boat requires development and assessment over time.

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

See Section 1.3 under "PR3 Mix4+"
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:

The PR3 Mix4+ Head Coach will make discretionary selection recommendations to the Nomination Committee.

The PR3 Mix4+ Head Coach shall be responsible for making recommendations to the Nomination Committee relating to a boat that he/she is responsible for as coach. In making recommendations called for under these Selection Procedures, he/she may seek input and information from other coaches, as he/she deems appropriate.

The Nomination Committee shall be comprised of the High Performance Director of USRowing, a Para-High Performance Committee Chair and an Athlete Representative of the Adaptive Committee.

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 that has a possible conflict of interest must disclose it. If such conflict exists, the selection committee member must recuse him/herself from committee discussions and voting. Further, the committee member should not otherwise influence other members of the committee in the selection process. 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 USOPC, USRowing has jurisdiction over potential nominees.

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

3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USRowing’s CEO/Executive Director.

3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USRowing. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by USRowing, 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 USRowing’s Code of Conduct.

3.1.5. Violation of USRowing’s Athlete Agreement.

3.1.6. Re-classification of the athlete by the IPC/FISA, such that the athlete’s qualifying performance would not have qualified him/her for the team.

3.1.7. Removal by the IPC/FISA of the event in which the athletes qualified for the Team, from the program of the 2020 Tokyo Paralympic Games.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USRowing Bylaws (Article IX, Section 70) and the USOPC Bylaws section 9. Once athlete entries have been submitted to the Local Organizing Committee by the USOPC, the USOPC has jurisdiction over the Team, at which time, in addition to any applicable NGB/HPMO Code of Conduct, the USOPC’s Code of Conduct and Grievance Procedures apply. The USOPC’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
3.2. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IPC, WADA, IF, USADA and/or USOPC 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:

In the case of the PR1 W1x and PR1 M1x, the next highest finisher at the Paralympic Trials will be the replacement athlete.

The replacement pool for the PR3 Mix4+ and PR2 Mix2x will come from the criteria below. The maximum number of athletes will be nominated as allowed by FISA rules.

- Performance at the Selection Camp during the 2020 season
- 2020 selection trials results
- 2020 FISA World Cup Regatta results
- Ability to row port and/or starboard
- Athlete’s compatibility with rest of crew
- Athlete’s classification

The PR3 Mix4+ Head Coach, the High Performance Director and an Athlete Representative from the Adaptive Committee will determine if the vacant seat will be replaced by a current nominated Rowing Paralympic Team Member to make the boat the most competitive without taking away a medal opportunity from another boat that has shown medal potential. The newly nominated athlete must be in agreement with such a nomination. If the replacement of an athlete has created a vacancy in an existing boat, a new team member(s) will be identified from the replacement pool. The National Team Head Coach for that discipline, the High Performance Director, and an Athlete Representative from the Adaptive Committee, using the criteria for selection of replacement athletes listed above, will nominate the replacement.
4.1.2. after submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

See Section 4.1

5. SUPPORTING DOCUMENTS

USRowing 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 USOPC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Olympic, Paralympic, Pan American or Parapan American Games and are included as attachments:

- FISA Commitment Document, Attachment A
- USRowing Athlete agreement and Code of Conduct

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

7.1. USRowing Web site:

www.usrowing.org

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

7.2. Other:

USRowing will publish notice of the selection procedures with a link to the web page where they can be found in the first monthly e-newsletter sent after final notice of approval by the USOPC.

8. DATE OF NOMINATION
The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOPC on or before:

June 16, 2020

9. **MANDATORY TRAINING AND/OR COMPETITION**

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

Athletes selected to the PR3 Mix4+ will train in Boston, MA, at Community Rowing Inc (CRI), from the date of selection until the date of departure for the Paralympic Games.

10. **ANTI-DOPING REQUIREMENTS**

Athletes must adhere to all IPC, WADA, IF, USADA and USOPC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IPC, WADA, IF, USADA and USOPC Rules, as applicable.

11. **DEVELOPMENT OF SELECTION PROCEDURES**

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

Matt Imes, High Performance Director
Ellen Minzner, ParaHigh Performance Director
USRowing AdaptiveCommittee

12. **USROWING BYLAWS AND GRIEVANCE PROCEDURES**

The USRowing Bylaws and Grievance Procedures can be found at:

http://www.usrowing.org/governance

13. **INTERNATIONAL DISCLAIMER**

These procedures are based on IPC, as applicable, and/or FISA rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IPC, as applicable, 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.

If any force of nature, or force majeure, should cause the altercation or cancellation of any of the selection events listed in this document, these selection procedures will be revised, pursuant to their resubmission to the USOPC.

14. ATHLETE OMBUDSMAN

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

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

15. NGB/HPMO 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 USRowing.

<table>
<thead>
<tr>
<th>Position</th>
<th>Print Name</th>
<th>Signature</th>
<th>Date</th>
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</thead>
<tbody>
<tr>
<td>USRowing President or CEO/Executive Director</td>
<td>Patrick McNerney</td>
<td></td>
<td>12/20/19</td>
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<tr>
<td>Nat. Team Coach, Head Coach, or Nat. Program Director</td>
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<tr>
<td>USOPC Athletes’ Advisory Council Representative*</td>
<td>Nick LaCava</td>
<td></td>
<td>12/19/19</td>
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* If the USOPC 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 USRowing, 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 USOPCAAC Representative, USRowing must designate an athlete from that sport to review and sign the Selection Procedures.