

## **USA FIELD HOCKEY MEN'S ATHLETE SELECTION PROCEDURES FOR 2003 PAN AMERICAN GAMES**

### **I. SELECTION SYSTEM**

A. **PREREQUISITES.** Athletes who are citizens of the United States at the time of selection and who are eligible under all applicable eligibility rules for participation in "protected competition" as defined by the United States Olympic Committee (USOC), are eligible to be selected as a member of the USA Field Hockey Men's National Player Pool (The "Pool").

B. **USA FIELD HOCKEY MEN'S NATIONAL PLAYER POOL.** Athletes who are members of the pool shall include the following:

Athletes selected from a National Open Trial to be held no later March 15, 2003 and will be announced 30 days in advance. National Open Trial will occur at Moorpark College in Moorpark, California.

OR

Athletes identified, prior to the final naming of the National/Pan American team, through an ongoing scouting process initiated by the Men's National Coach with final approval by the Men's National Team Selection Committee(see section II. B.).

Ongoing Scouting (Identification / Evaluation): Members of the Men's National Coaching Staff will observe athletes on a regular basis at various events throughout the quadrennium. Some of these events include, but are not limited to: inter-collegiate competition; summer competitive league, national tournaments. General scouting will be conducted so that athletes can be identified who perform at a level consistent with the current international field. Players identified and evaluated through the scouting process will be considered for placement in the Pool, and potentially invited to participate in an Evaluative Event (training camp, foreign tour, etc.). The Men's National Coach and National Coaching staff will make written recommendations of potential players for final review by the Men's National Team Selection Committee.

Written documentation will be kept to support the selection of an athlete to the player's pool.

### **C. SELECTION OF MEN'S NATIONAL TRAINING TEAM**

As outlined in item B, a National Open Trial will occur no later than March 15, 2003 and will be announced 30 days in advance.

At the conclusion of the Open Trial, the Men's National Team Selection Committee will select no more than 24 athletes as members of the 2003 USA Field Hockey Men's National Training Team. Athletes can be selected to the Men's National Training Team by:

A.) Selection at the National Open Trial. Athletes not participating in the National Open Trial are not eligible for selection to the National Training Team, unless an absence has been excused by the Men's National Team Selection Committee.

B.) Ongoing Scouting (see section I. B.)

### **D. OBSERVATION OF THE MEN'S NATIONAL TRAINING TEAM**

Once selected, the 2003 Men's National Training Team may participate in various competitions and events in which the athletes will be observed by one (1) or more members of the Men's National Team Selection Committee for the purpose of continuing evaluation of the selection criteria.

Written documentation will be kept to support the observation of the Men's National Training Team.

### **E. SELECTION OF 2003 MEN'S NATIONAL TEAM/2003 PAN AMERICAN TEAM**

The Men's National Team Selection Committee will select for nomination the Men's National Team/Pan American Team, sixteen (16) athletes and no more than five (5) replacement athletes, from the Men's National Training by June 15, 2003. Selections for nomination of the 2003 Men's National Team/2003 Pan American Team will be based upon the Selection Criteria. Athletes not participating in the final Training Camp are not eligible for selection for nomination to the 2003 National Team/2003 Pan American Team, unless the absence is excused by the Men's National Team Selection Committee.

**F. SELECTION CRITERIA.** In selecting athletes as members of a National Training Team, a National Team, of the Pan Am Team, the Men's National Team Selection Committee will consider the information below in categories

of Offensive Performance, Defensive Performance, and Other Considerations (the "Selection Criteria").

**Offensive Performance**

Stick Handling skills  
Ability to make contact  
Ability to make adjustments  
Ability to hit the ball with power  
Situation hitting( long corners, short corners, circle hitting)  
Consistency  
Aggressiveness

**Defensive Performance**

Range  
Defensive Stick Checking  
Judgment  
Communication with other players  
Instincts for necessary adjustments/positioning  
Ability to create defensive to offensive opportunities

**Other Considerations**

Teamwork- willingness to accept role that leads to team success

Enthusiasm- energy and support of teammates

Versatility- balance between offense and defense as well as ability to play other positions to fulfill multiple roles

Maturity- ability to adjust to situations dealing with adversity: accepting things that don't go well and reacting appropriately

Feedback from coaches

Intangible considerations that affect the dynamics and performance of the team.

USFHA will make available to the USOC, upon their request, all documentation related to the selection process:

**II. DISCRETIONARY SELECTION.**

**A. SUBJECTIVITY AND THE SELECTION PROCESS.** The sport of Field Hockey is not a measured or timed event. 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 the Men's National Team Selection Committee that considering the mix of Selection Criteria with all components will result in the selection of the best athletes who will perform the best possible as a team.

- B. **WHO SELECTS.** The Men's National Team Selection Committee will include members of the association who possess background with the sport of field hockey.

### III. TRYOUT SITES AND EVENTS

#### **National Open Trial, Moorpark, California, Date TBD**

The National Open Trial will be held no later than March 15, 2003. The date will be announced at least 30 days in advance.

#### **Men's National Training Team- 2003 Competition, Event and Training Camp Schedule- TBD**

The Men's National Training Team's training and competition schedule will be announced at least 30 days in advance.

- IV. **PUBLICITY/DISTRIBUTION.** These selection procedures will be published on the USA Field Hockey website, [www.usfieldhockey.com](http://www.usfieldhockey.com), immediately after approval of procedures by the USOC and will be provided to each athlete attending a USA Field Hockey Camp.
- V. **DATE OF NOMINATION.** The 2003 Men's National Team/2003 Pan American Team will be nominated to the USOC by June 15, 2003.
- VI. **MANDATORY TRAINING/EVENTS.** The Coaching staff will develop a program of mandatory training for the Pan Am Team in preparation for the Pan American Games. Each member of the Pan Am Team is expected to participate in the program. Attendance at these events will be deemed mandatory. Athletes will be notified at least thirty days in advance.

All requests for waivers from participation in mandatory activities must be presented to the Men's National Team Selection Committee for review and consideration of approval or denial of request. All requests must be submitted in writing to the Men's National Team Selection Committee in advance of the mandatory training program. Each athlete will understand fully the need to submit written verification of emergencies, illness or injury. Injuries will need to be verified by a USA Field Hockey or USOC Approved physician.

### VII. REMOVAL OF PLAYERS

- A. **PLAYER POOL.** An athlete selected as a member of the pool participates in the Men's USA Field Hockey pool at the Discretion of the Selection Committee and may be removed from the pool for cause

(violation of USOC approved Code of Conduct), violation of WADA, USADA, USOC, FIH anti-doping regulations). If athlete is removed, written notification will be forwarded to the athlete within 5 days.

- B. **TEAMS- ILLNESS/INJURY.** In the event an athlete selected as a member of the team gets injured or becomes ill, and such injury or illness is deemed to render the athlete unable to participate, the athlete may be removed, either temporarily or permanently. Injuries and illnesses will need to be verified by a USA Field Hockey or USOC approved physician.
- C. **TEAMS- REPLACEMENT.** A replacement athlete will be selected from one of the replacement athletes. The selection of this replacement athlete will be based on the outlined selection criteria. If USOC, PASO, FIH requires a different replacement procedure within a certain time frame prior to the Pan American Games or after final nomination of the roster, such procedures will be followed.

- VIII. **ATHLETE REPRESENTATION.** These selection procedures were developed with the input and guidance of 2 athlete representatives who meet the USOC definition of an athlete. The Selection Committee will consist of 20% athlete representation at all times.
- IX. **USOC OMBUDSMAN.** If an athlete has questions regarding his opportunity to compete that are not answered by the Selection Committee or USFHA, he may contact the USOC Athlete Ombudsman John W. Ruger by telephone at 1-888-ATHLETE or by email at [john.ruger@usoc.org](mailto:john.ruger@usoc.org).
- X. **DISCLAIMER.** “ These procedures are based on IOC, PASO and/or FIH rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, PASO and/or FIH rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to the USFHA. However, the selections are always subject to unforeseen, intervening circumstances, and realistically have not accounted for every possible contingency.”

## **USA FIELD HOCKEY ASSOCIATION CODE OF CONDUCT COPY**

### USFHA NATIONAL TEAM ATHLETE AGREEMENT

Agreement is made this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_ between the United States Field Hockey Association, having its National Office at 1 Olympic Plaza, Colorado Springs, CO 80909 (hereafter referred to as the "USFHA") and the undersigned ("athlete"), in consideration of being named as a member of the National Team/Squad and of the various agreements set forth in this document is hereby acknowledged.

WHEREAS the athlete wishes to be an active competitor in USFHA sanctioned events with his/her rights and obligations clearly defined; the athlete has been selected to represent the USFHA for the term of this agreement as a member of the US Field Hockey National Squad and in various programs, competitions and events sponsored and/or sanctioned by the USFHA and, in consideration therefore will receive assistance from the USFHA as described in this agreement as well as documents from the United States Olympic Committee (USOC) Athlete Support Programs.

WHEREAS the USFHA is recognized as the sole National Federation governing the sport of field hockey in the United States in accordance with the Amateur Sports Act of 1978 (36 U.S.C., 371 et seq.), the USFHA shall prescribe the rules and standards for competition in the sport, provide financial and administrative assistance, training and other services and support to eligible athletes, sponsor and sanction local, regional, and national competitions, events, and exhibitions in the sport and generally promote, regulate, and foster field hockey in the United States.

WHEREAS the USFHA is recognized by the Federation Internationale de Hockey (FIH), the international governing body for field hockey, as the sole governing body for field hockey in the United States, the USFHA has agreed and is obligated to abide by the rules and regulations of the FIH and is required to certify the eligibility of the athlete to compete as a member in good standing.

THEREFORE, the parties agree to the following:

## CODE OF CONDUCT

Selection to this team requires your availability for the preparation for, and participation in any major tours or events for the current calendar year. Exceptions for non-participation in the preparation (preparation is defined as a practice event or a tour without any international matches) must be directed to and approved by the National Coach. Exceptions for non-participation for tours or major events, which includes international matches, must be approved by the High Performance Committee, in writing, prior to the start date of preparation of any event. Failure to comply will result in your immediate dismissal from the team with loss of all athlete support (USOC and USFHA) until such time as the High Performance Committee reinstates you. Exceptions may be made by the High Performance Committee.

### BEHAVIOR

Behavior must always be ethical and up to the highest standards of fairness, and genuine good sportspersonship.

1. Responsible and ethical behavior\* is expected of elite athletes. This includes, but is not limited to the following:
  - a. prompt attendance at all functions
  - b. avoiding outside activities that might lead to injury
  - c. attention to nutrition
  - d. abiding by the US and foreign laws and respecting local customs when visiting foreign countries
  - e. taping or therapy completed prior to practice
  - f. showing respect during playing of the national anthems
  - g. assisting with equipment
  - h. fairness to teammates and opponents
  - i. not engaging in team initiation defined as dangerous or degrading behavior (hazing)
  - j. showing sportspersonship in and at all matches
  - k. no athlete shall engage in sexual or romantic relationships with a coach or any staff member that potentially has authority over him or her.

\*It is recognized that responsible and ethical behavior may be defined differently by different people. For this reason, the USFHA will entrust the hearing committee to make judgments on behavior when there is a question.

2. Equipment or apparel issued by the USFHA is for the personal use of team members only and is not for trade or resale. Unused equipment and loaned apparel must be returned to the National Office.

3. If any property is damaged by an athlete in a non-competitive situation, the athlete will make financial settlement for repair of the damage.

4. Alcohol is only permitted in moderation, at appropriate times and places as determined by the coach. Underage drinking (under 21 years) is never allowed. Drinking is not permitted if local laws or the rules of an event forbid it.
5. Persons having knowledge of or being present while any violation of the code of conduct occurs should attempt to address the problem with the offender/s. If they are unsuccessful in correcting the problem, they should take their concern to the coach or team representative. Everyone present during a violation of the code will be considered a participant by choice.

**6. Players shall not make contacts for any college recruitment purposes with any foreign players while representing the USFHA. This includes A-Camp and any practice weeks in the U.S. as well as when traveling outside the U.S.**

7. The athlete will immediately inform the USFHA of any change of address and telephone number and return all forms and other information as requested by the National Office or National coach by designated deadlines.

8. A national/junior team member will be provided round trip airfare (maximum of \$500.00) to events within the U.S. Exceptions to this policy will be decided on an individual basis by the coach, Director of Men's or Women's High Performance, and Director of Elite Teams. Athletes will be responsible for any charges that occur after the ticket has been purchased due to changes at the athlete's request and are not the responsibility of the USFHA. Exceptions to this policy may be made to the Director of Men's or Women's High Performance under very unusual circumstances.

9. Athletes who are committed to attending a scheduled event and fail to attend after their ticket has been purchased will be responsible for the cost of the ticket. The athlete may not attend any future USFHA events until that cost is reimbursed to the USFHA. Exceptions to this policy may be made by the Director of Men's or Women's High Performance under very unusual circumstances.

10. Under certain circumstances, athletes may be required to pay a fee to attend tours, events or tournaments. This fee would be determined by the HPC.

#### ATHLETE SUPPORT PROGRAMS

1. The USOC shall pay regular installments of Basic Grant funding to eligible athletes provided they are in good standing under the program.
2. The USFHA, in compliance with federal law, shall issue internal revenue service form 1099 to each athlete yearly.
3. The USFHA shall monitor the athletes' activities to assure compliance with the program. After a hearing which declares an athlete has breached any of the athlete

responsibilities or has violated the code of conduct, stipend payments shall be discontinued immediately. If the athlete appeals the decision and is exonerated in the appeal process, any funding that was denied the athlete would be restored in full. In cases of CRIMINAL charges, the athlete will be suspended with loss of USOC and USFHA funding pending the conclusion of criminal proceedings. If the athlete is found not guilty of the criminal charges, all funding and privileges will be immediately restored, with back payment of lost funds.

4. If an athlete “quits” the National Squad, payments and insurance coverage will stop immediately and any funds received in advance will be returned to the USFHA and USOC.

5. If an athlete is “cut” from the squad of funded players, their payments and insurance will continue until the end of that month. Funds received in advance will be returned to the USFHA and USOC. The new player will begin receiving payments at the beginning of the next month. Insurance coverage will begin immediately for the new player. The “cut” player may continue insurance coverage at his/her own expense for up to six months.

### INJURY

1. Athletes must report injuries or illness to the coach immediately, but no later than prior to the beginning of the next practice. If the team is not in training, a letter from the medical personnel setting out the specific nature of the injury must be forwarded to the Director of Men’s or Women’s High Performance at the National Office within two weeks of injury.

2. Athletes who require medical attention, physical therapy or any special conditioning or rehabilitation program must do so without exception. Schedules will be worked out with the coach and medical staff.

3. If an athlete is severely or chronically injured or ill and unable to practice or compete with the team for an extended period of time (six weeks or longer), Basic Grant funding will continue for three months and insurance coverage will continue for six months provided the player is making a dedicated effort at rehabilitation and is a viable candidate for return to the National Team. A letter from the physician, therapist, or trainer, updating the coach every four weeks on the player’s progress and expectations for date of return is required. After three months, the situation will be re-assessed by the medical personnel and national coaching staff. The Basic Grant funding may be continued at their discretion. If a new player is selected to replace the injured athlete, Basic Grant payments will not begin for the new athlete until the injured athlete is removed from Basic Grant funding. Insurance coverage will start immediately for the new player. If the injured player does not wish to pursue aggressive rehabilitation, Basic Grant funding will stop at the end of the month. Once Basic Grant funding is stopped, Special Assistance is automatically stopped as well (USOC rule).

4. The athlete acknowledges that field hockey is an activity that involves risk of bodily injury including possible paralysis or death. The athlete knowingly and freely assumes all such risk and, on behalf of himself/herself, his/her heirs, and next of kin, releases, holds harmless and waives any claim or right to sue or hold responsible the USFHA, National Squad members, coaches, USOC, staff, IOC, FIH, PAHF, sponsors, and officials with respect to any and all such injury except that which has resulted from gross negligence or willful or wanton misconduct by any of the above.

5. If an athlete is injured in a non-field hockey related incident, the deductible and 20% co-payment for insurance coverage would be the responsibility of the athlete.

#### DRUGS/BANNED SUBSTANCES

1. Use of prohibited substances or procedures to enhance performance (i.e. blood doping) shall be subject to disciplinary action.

2. The USFHA will follow the guidelines for sanctions for positive drug tests in international competitions as outlined by the FIH, United States Anti-Doping Agency (USADA), and IOC. This ranges from elimination of the team from the competition, to short-term suspension from play (months) to a lifetime suspension for the individual. A positive test in a preliminary screening (i.e. a screening test by the USFHA six weeks prior to a major competition) will be brought to the attention of the coach, athlete representative, and Director of Men's or Women's High Performance who will decide what sanctions, if any, should be employed.

3. Refusal to submit to a drug test is considered a positive test and is grounds for suspension.

4. Use of illegal/illicit substances is cause for reprimand or suspension. The USFHA maintains the right to test for all illegal/illicit substances (not just FIH banned drugs) based on adequate evidence of abuse. Once notified, a sample will be collected as soon as possible unless other arrangements are made by the USFHA. Athletes are also subject to No Advance Notice drug testing as outlined by the USADA.

5. It is the athletes responsibility to verify that any drugs they are taking or might consider taking are not on the "banned list" and to further verify that they do not consume any substances or products which contain "banned substances". This includes over the counter medications and prescription drugs. Athletes should not assume their doctor or trainer is familiar with FIH drug policies. Contact the USADA Drug Reference Line at 1-800-233-0393 prior to taking any medications.

## SPONSORS

1. Team members will comply with designated sponsorship competitive apparel (not including equipment or footwear) as outlined by the USFHA.
2. All athletes grant the USFHA the right to use his or her name, picture, likeness, and biographical information in “team-related” publicity before, during, and after any event within the jurisdiction of the NGB (National Governing Body).
3. Athletes will not use, nor allow authorization to use, pictures of themselves with their official USFHA uniform or equipment for the purpose of trade or advertisement without the consent of the USFHA. Likewise, athletes will not use official USOC uniforms, Olympic medals, or the term “Olympic” for purpose of trade or advertisement without the consent of the USOC.
4. An athlete may not secure individual corporate sponsorship that has either a USFHA National Team theme or an Olympic theme without consent of the USFHA or USOC respectively.
5. Athletes will be requested, at times, to participate in clinics, exhibitions, or demonstrations. Cooperation with these activities is requested. Travel and living expenses will be reimbursed by the USFHA. Adequate notice of the events should be given and exceptions made for athletes with significant conflicts (i.e. mid-term exam for students).
6. In the event an athlete is no longer a member of the National Team, the USFHA shall be entitled to leave all promotional, advertising and commercial materials in place and will not be required to withdraw existing materials from circulation.

## CRITERIA FOR REMOVAL FROM THE NATIONAL TEAM

Criteria for removal from the team may include but is not limited to the following:

1. Performance, attitude, or discipline becomes unsatisfactory
2. Injury that prevents ongoing competition (see injury policy)
3. Violation of code of conduct
4. Refusal to take or failure of a drug test
5. Violation or charges of violation of the law
6. Behavior that is unbecoming of a representative of the USFHA
7. Failure to participate in scheduled events without prior approval of the High Performance Committee

### **Definitions Used in This Document**

**Squad: Selected group of athletes from which smaller groups or teams may be selected for practices or travel (i.e. National Squad).**

Team: A group of designated for practice or travel for a specific event (i.e. World Cup Team).

Alternate: Individual/s designated as replacement candidates if a member of the squad or team is no longer participating. These individuals will only attend events and receive squad member benefits after they replace a squad member. Alternates may be invited to a practice session at the coach's request.

Elite: All selected players, includes both National squads and junior squads.

National: Refers to senior (highest level) players.

Junior: Any age group below the National players.

**UNITED STATES FIELD HOCKEY  
ATHLETE CODE OF CONDUCT AGREEMENT**

**I have read and agree to abide by the conditions described in this document. I understand the possible consequences of violation of this document as well as my rights to appeal sanctions issued against me. I further understand that in case of any irresolvable dispute between myself and the USFHA, the dispute will be resolved by binding and mandatory arbitration pursuant to the rules of the American Arbitration Association.**

This agreement comes into force on \_\_\_\_\_, 20 \_\_\_\_\_

Athlete signature \_\_\_\_\_ Date \_\_\_\_\_

Athlete printed name \_\_\_\_\_

Parent/Guardian signature \_\_\_\_\_ Date \_\_\_\_\_  
(necessary if athlete is under 18 years of age)

Parent/Guardian printed  
name \_\_\_\_\_  
(necessary if athlete is under 18 years of age)

Executive Director signature \_\_\_\_\_ Date \_\_\_\_\_

Executive Director printed  
name \_\_\_\_\_