

**U.S. Paralympics Powerlifting
ATHLETE SELECTION PROCEDURES
2017 World Para Powerlifting Championships
26 February 2017**

1. SELECTION SYSTEM

1.1. Provide the minimum eligibility requirements for an athlete to be considered for selection to the 2017 World Para Powerlifting Championships Team (“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 2017 World Para Powerlifting Championships (“Worlds”).

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

Athlete must hold an active World Para Powerlifting Athlete License for the 2017 season.

Athlete must be internationally classified with a ‘Confirmed’ sport class status or a ‘Review’ sport class status with a review date set for after the 2017 World Para Powerlifting Championships. Athletes who have never been internationally classified and/or have a designated sport class status of ‘R’ (Review) will be required to go through International Classification prior to the start of the 2017 World Para Powerlifting Championships.

Athlete must have achieved the respective Minimum Qualification Standard (MQS) for the weight category in which they will be entered at Worlds between 1 January 2015 and 14 August 2017.

The USA may enter a maximum of fifteen (15) athletes and no more than two (2) per gender/weight category.

1.1.3. Other requirements (if any):
N/A

1.2. Selection 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 (“Selection Events”).

2017 Thunder in the Valley Games

15-16 June

Saginaw, MI

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).

N/A

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

Team Size: USA Paralympics Powerlifting will field a maximum Team size of fifteen (15) athletes, and no more than two (2) athletes per weight category per gender. The final Team size will be determined by implementing the selection criteria detailed herein.

1. Team Selection

a. National Team Standards

Qualification for the Team will be based on comparison to the published 2017 National A, B and Emerging Team standards (Attachment A).

Only valid lifts at the Selection Event will be evaluated against the National A, B and Emerging Team standards:

- i. All of an athlete’s valid lifts at the Selection Event will be entered into consideration.
- ii. Athletes will only be evaluated and considered for a weight category(s) in which they have demonstrated a valid lift at a Selection Event.
- iii. Evaluation of valid lifts will begin only after the final Selection Event has concluded.

b. Selection Rounds

Selection rounds will occur as follows:

- i. First-round nominations will be those athletes who achieve a National A standard, in order of highest

- percentage (rounded to one tenth of a percent) lift as compared to said standard up to fifteen (15) athletes.
- ii. If slots remain, second-round nominations will be those athletes who achieve a National B standard, in order of highest percentage (rounded to one tenth of a percent) lift as compared to said standard.
 - iii. If slots remain, third-round nominations will be those athletes who achieve a National Emerging standard, in order of highest percentage (rounded to one tenth of a percent) lift as compared to said standard.
 - iv. If slots remain, final round nominations will be those athletes who meet the MQS for their respective weight category at the Selection Event.

If an athlete has lifted in multiple weight categories and would be selected in each category, without tie-breaker, due to valid lifts that meet the National A, B and/or Emerging standard, then that athlete shall only be selected to the Team in the weight category with his/her highest percentage lift as compared to the relevant National A, B and/or Emerging standard.

All selection round nominations will be evaluated in accordance to the gender stipulations listed in Section 1.3.

c. Tie-Breaking Procedures – Same Weight Category

- i. If more than two (2) athletes in the same weight category meet the same Team standard, then the two (2) athletes with the highest percentage (rounded to one tenth of a percent) lift as compared to the relevant National A, B or Emerging standard will be nominated.
- ii. If a tie persists, the athletes' next best lifts, expressed as a percentage of the relevant National A, B or Emerging standard, will be compared. This step shall be repeated with the 3rd best lift, and so on, if necessary, until there are two (2) athletes nominated.

d. Tie Breaking Procedures – Different Weight Category

- i. If only one team slot remains and two or more athletes in different weight categories meet the same team standard, then the athlete with the highest percentage (rounded to one tenth of a percent) lift as compared to

- the relevant standard will be nominated. If the tie falls under section 1.3.1.b.iv above (MQS criteria), the relevant lifts will be compared to the National Emerging standard in order to create the percentage.
- ii. If a tie persists, the relevant lift percentages will be rounded to one hundredth of a percent. This step shall be repeated, rounding to one-thousandth of a percent, and so on, if necessary, until one athlete is nominated.

Note: Funding tiers for those athletes selected to the Team based on the criteria above are set forth in Attachment B2.

2. DISCRETIONARY SELECTION (if applicable)

Discretionary selection will not be used in these procedures.

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

N/A

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

N/A

- 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:

N/A

- 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

N/A

3. REMOVAL OF ATHLETES

- 3.1 Prior to submission by U.S. Paralympics to the IPC and the World Championships Organizing Committee, an athlete who is to be selected to the Team by U.S. Paralympics may be removed for any of the following reasons, as determined by U.S. Paralympics:

- Voluntary withdrawal. Athlete must submit a written letter to the High Performance Manager, Paralympics Powerlifting.
- Injury or illness as certified by a physician (or medical staff) approved by U.S. Paralympics. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by U.S. Paralympics, his/her injury will be assumed to be disabling and he/she may be removed.
- Violation of the U.S. Paralympics Code of Conduct (Attachment C).
- Violation of the U.S. Anti-Doping Code or if the athlete is currently serving a USADA/WADA sanction.
- Re-classification by the IPC such that the athlete's qualifying performance would not have qualified him or her for the Team.
- Removal by the IPC of the event in which the athlete qualified for the Team from the program of the 2017 World Para Powerlifting Championships.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USOC Complaint Procedures for U.S. Paralympics National Teams and Paralympic Programs or the USOC's Bylaws, Section 9.

3.2 Once an athlete's name has been submitted to the IPC and the World Championships Organizing Committee, the athlete may be removed pursuant to the reasons as set forth in 3.1 above.

3.3 An athlete may be removed 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 IPC and World Championships Organizing Committee:

Replacement athletes will be selected pursuant to the next highest ranked athlete as per section 1.3.1.b.

4.1.2 after submission of Entries by Name to the IPC and World Championships Organizing Committee:

No replacement of athletes will occur.

5. SUPPORTING DOCUMENTS

U.S. Paralympics Powerlifting 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 2017 World Para Powerlifting Championships.

6. REQUIRED DOCUMENTS

- USOC Code of Conduct for U.S. Paralympics National Teams and Paralympic Programs (Attachment C)
- USOC Complaint Procedures for U.S. Paralympics National Teams and Paralympic Programs (Attachment D)

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOC approved Selection Procedures (complete and unaltered) will be posted/published by U.S. Paralympics in the following locations:

- 7.1. NGB/HPMO Web site:

<http://www.teamusa.org/US-Paralympics/Sports/Powerlifting/>

These procedures will be posted as soon as possible, but not more than five business days following their approval.

- 7.2. Other: n/a

8. DATE OF ENTRY TO THE IPC AND THE WORLD CHAMPIONSHIPS ORGANIZING COMMITTEE

The Athlete Entry Form, including replacements, will be submitted to the IPC and the World Championships Organizing Committee on or before:

17 August, 2017

9. MANDATORY TRAINING AND/OR COMPETITION

N/A

While waivers for any mandatory training will not be unreasonably withheld, waivers will primarily be granted only for illness, injury or other incapacity, or for personal/family emergency. All selections to the Team should arrange for appropriate time off from school,

work or other obligations well in advance of team activities. Requests for a waiver may be submitted in writing to the High Performance Manager, U.S. Paralympics Powerlifting for review. A written response to all requests will be issued to the athlete within 72 hours of the request.

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:

Mary C. Hodge- High Performance Manager, U.S. Paralympics Powerlifting
Butch Schovanec- Head Coach, U.S. Paralympics Powerlifting
Kyle McKinnis – Manager, Paralympic Sport Development, U.S. Paralympics
Chelsi Figley- Athlete representative

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The USOC Complaint Procedures for U.S. Paralympics National Teams and Paralympic Programs are included with this document as Attachment [D](#).

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, PASO, as applicable, IF 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 IF rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to U.S. Paralympics. 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 by U.S. Paralympics.

14. ATHLETE OMBUDSMAN

Athletes who have questions regarding their opportunity to compete that are not answered by U.S. Paralympics may contact the Assistant Athlete Ombudsman, Sara Clark, by:

- Telephone at (719) 866-5000
- E-mail at sara.clark@usoc.org
- <http://www.athleteombudsman.org>

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 U.S. Paralympics Powerlifting.

Position	Print Name	Signature	Date
NGB/HPMO 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/HPMO, 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/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

ATTACHMENT A

2017 U.S. Paralympics Powerlifting Standards

Weight Class	National A (93% of Rio Bronze)	National B (90% of Rio Bronze)	Emerging (85% of Rio Bronze)
Men			
49kg	144.15	139.50	131.75
54kg	150.66	145.80	137.70
59kg	163.68	158.40	149.60
65kg	179.49	173.70	164.05
72kg	195.30	189.00	178.50
80kg	192.51	186.30	175.95
88kg	195.30	189.00	178.50
97kg	212.97	206.10	194.65
107kg	210.18	203.40	192.10
107+kg	217.62	210.60	198.90
Women			
41kg	88.35	85.50	80.75
45kg	94.86	91.80	86.70

50kg	94.86	91.80	86.70
55kg	106.95	103.5	97.75
61kg	119.04	115.20	108.80
67kg	100.44	97.20	91.80
73kg	118.11	114.30	107.95
79kg	121.83	117.90	111.35
86kg	108.81	105.30	99.45
86+kg	120.90	117.00	110.50

ATTACHMENT B

U.S. Paralympics Powerlifting World Championships Funding Levels

All Athletes

All athletes selected to the Team will be responsible for a 'Team Service Fee' payable to U.S. Paralympics on or before **June 22, 2017**. The Team Service Fee for this event shall be determined as the sum of:

- one economy class, single destination airfare, which includes one piece of luggage under 50lbs (excess weight or additional bag charges are the responsibility of the athlete)
- lodging at the host hotel for all necessary dates (room charges are \$122.50/night; excess charges to a room are the responsibility of the athlete; all meals are included)
- event entry fee of 550 euros

All meals and transportation between the MEX airport, the host hotel and the competition venue (except airport to host hotel on Oct. 26) are provided by the event committee.

PODIUM COMPENSATION

Any athlete that achieves a top three (3) finish at Worlds will be refunded the Team Service Fee (if applicable).

ATTACHMENT C

**UNITED STATES OLYMPIC COMMITTEE
CODE OF CONDUCT
FOR
U.S. PARALYMPICS NATIONAL TEAMS
AND
U.S. PARALYMPICS PROGRAMS**
November 26, 2013

ATHLETE PLEDGE AND AGREEMENT

I pledge to uphold the spirit of this Code of Conduct (the "Code"), which offers a guide to my conduct as a member of a U.S. Paralympics National Team or a U.S. Paralympics Team to international competition (the "Team"). This Code applies to those Paralympic sports in which the United States Olympic Committee (USOC) has not recognized a National Governing Body or a Paralympic Sport Organization to govern the sport. 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 membership on 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 U.S. Paralympics or the USOC;
- 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 USOC medical personnel if my ability to compete is compromised due to physical injury, illness or incapacity and I understand that such physical injury, illness or incapacity 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 a doping violation as defined by the World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the International Paralympic Committee (IPC) or 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 the IPC and its pertinent committees, and its pertinent member organizations and under the rules of the USOC;
- am in possession of a valid USA passport, that will not expire prior to six months following the conclusion of any 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 maintain a level of personal hygiene and cleanliness appropriate to respect my teammates;
- will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior nor in any form of verbal, physical or sexual harassment or abuse;
- will follow the Team rules, whether set by Team leadership or adopted by consensus, including by way of example, rules regarding curfew and required attendance at Team meetings;
- agree to wear the uniforms approved by U.S. Paralympics at official activities sponsored by the USOC or U.S. Paralympics as directed by U.S. Paralympics staff, and I agree to compete in the U.S. Paralympics-approved Team uniform, where such a uniform is provided, in competitions at which I am supported by U.S. Paralympics . I agree to wear the names and logos of U.S. Paralympics sponsors, suppliers and licensees on Team competition wear, other uniforms and casual wear as provided by U.S. Paralympics. I

agree to not alter any Team uniform, either by removing or obstructing the names or logos of U.S. Paralympics sponsors, suppliers and licensees or by adding patches, stickers, or other means of displaying unauthorized names, logos or messages;

- agree to not demean or defame the USOC, U.S. Paralympics or its sponsors, their names, logos, marks, products or services. I acknowledge that endorsing and supporting U.S. Paralympics sponsors through my actions and words reflects well on the team and on those supporting the team.
- agree to be filmed, videotaped and photographed, and to have my image and voice otherwise recorded, in any media, during any event I am attending under the auspices of the USOC or U.S. Paralympics, by U.S. Paralympics official photographer(s), film crew(s) and video crew(s), and by any other entity authorized by U.S. Paralympics, under the conditions specified by U.S. Paralympics. I hereby grant U.S. Paralympics the irrevocable, perpetual, fully paid-up, worldwide right and license to use, and to authorize third parties to use, in all media, my name, picture, likeness, voice and biographical information for: (1) news and information purposes, (2) promotion of the Paralympic movement and the specific competition(s) in which I compete, (3) promotion of the Team, and (4) promotion of U.S. Paralympics and the USOC ; in no event may U.S. Paralympics or the USOC use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USOC or Paralympic Team apparel or equipment or the use of any USOC or U.S. Paralympics logo for the purpose of trade, promotion, fund raising or on merchandise, without the prior written consent of U.S. Paralympics;
- will abide by the rules of the IPC or other Paralympic international federations 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, the Team, U.S. Paralympics, the USOC, and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Paralympic Movement.

ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman, at 719.866.5000, Kacie.Wallace@usoc.org, Sara.Clark@usoc.org or www.athleteombudsman.org for further information regarding my rights under this Code that are not answered by U.S. Paralympics.

PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being a member of the Team.

Signature

Date

<p>PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)</p>

Signature

Date

Relationship (Parent or Guardian)

ATTACHMENT D

UNITED STATES OLYMPIC COMMITTEE COMPLAINT PROCEDURES FOR U.S. PARALYMPIC NATIONAL TEAMS AND U.S. PARALYMPIC PROGRAMS February 14, 2017

Section 1. Jurisdiction.

These Complaint Procedures are applicable to those Paralympic sports in which U.S. Paralympics has not recognized a National Governing Body or a Paralympic Sport Organization to govern the sport. Only matters concerning those Paralympic sports fall within the jurisdiction of these Complaint Procedures. Any member of any of those Paralympic sports, by reason of membership, agrees to be subject to these complaint procedures and agrees to be bound by any decision rendered pursuant to these complaint procedures.

Section 2. Designation of Complaints.

The following kinds of complaints may be filed with U.S. Paralympics:

- a. Administrative Grievance. U.S. Paralympics or any aggrieved individual may file a complaint pertaining to any matter relating to the cognizance of U.S. Paralympics, including but not limited to any alleged violation of or grievance concerning any U.S. Paralympics rule, regulation or code of conduct.
- b. Disciplinary Proceeding. U.S. Paralympics, or any member of the respective Paralympic sport may file a complaint against another member of the Paralympic sport, or former member of the Paralympic sport if the action occurred while the individual was a member, regarding any alleged violation of the Paralympic sport Code of Conduct, Paralympic sport SafeSport Policy, or any other rule or regulation relating to conduct.
- c. Right to Compete. Any athlete, coach, trainer, manager, administrator or official may file a complaint pertaining to any alleged denial, or alleged threat to deny, of that individuals opportunity to compete in a U.S. Paralympics sanctioned/sponsored competition or protected competition.

Section 3. Manner of Filing.

The complainant shall file the complaint with the Managing Director of Paralympics. The complaint shall set forth in clear and concise language, preferably in numbered paragraphs:

(i) the alleged violation, grievance, denial or threat to deny and (ii) the remedy requested. The complainant shall sign the complainant.

Section 4. Statute of Limitations.

A complaint filed under these Complaint Procedures shall be filed within one hundred and eighty (180) days of the occurrence of the alleged violation, grievance, denial or threat to deny.

Section 5. Field of Play Decisions.

The final decision of a referee during a competition regarding a field of play decision (a matter set forth in the rules of the competition to be within the discretion of the referee) shall not be reviewable through the procedures for, or the subject of, Administrative Grievances or Right to Compete Complaints unless the decision is: (i) outside the authority of the referee to make or (ii) the product of fraud, corruption, partiality or other misconduct of the referee. For purposes of this Section, the term "referee" shall include any individual with discretion to make field of play decisions.

Section 6. Doping Decisions.

A decision concerning a doping violation adjudicated by the independent anti-doping organization designated by U.S. Paralympics to serve as the U.S. National Anti-Doping Organization (currently the United States Anti-Doping Agency) shall not be reviewable through, or the subject of, these complaint procedures.

Section 7. Safe Sport Decisions.

A decision concerning a safe sport violation of a sexual nature adjudicated by the independent safe-sport organization designated by U.S. Paralympics (currently the United States Center for Safe Sport) shall not be reviewable through, or the subject of, these complaint procedures.

Section 8. Hearing Panel.

Upon the filing of a complaint, the Managing Director of Paralympics shall appoint a hearing panel consisting of three (3) individuals to hear the complaint. The Managing Director of Paralympics shall also appoint a chair of the hearing panel from among the three individuals appointed. At least one member of the hearing panel shall be an athlete. The Hearing Panel shall be responsible to ensure that all complaints are heard in a timely, fair and impartial manner.

Section 9. Administration.

The United States Olympic Committee General Counsel's Office shall generally administer and oversee all administrative grievances, disciplinary proceedings, and right to compete matters filed with U.S. Paralympics.

Section 10. Conduct of the Proceeding.

The hearing panel shall rule on all motions and other matters raised in the proceeding. If the complaint is not dismissed, the hearing panel shall hold a hearing on the complaint. The hearing panel shall set such timelines and other rules regarding the proceeding and the conduct of the hearing as it deems necessary. The hearing shall be informal, except that testimony shall be taken under oath.

The hearing may be conducted by teleconference, if necessary or convenient to the parties. Each party shall have the right to appear personally or through a legal representative. All parties shall be given a reasonable opportunity to present and examine evidence, cross-examine witnesses and to present argument. Members of the hearing panel shall have the right to question witnesses or the parties to the proceeding at any time.

Any party may have a record made of the hearing. A court reporter may be present at the hearing at the request of a party. The court reporter shall be paid for by the party requesting the court reporter, or if mutually agreed, the cost may be equally divided. Any transcript shall be paid for by the party requesting the transcript.

Section 11. Expedited Procedures.

Upon the request of a party, and provided that it is necessary to expedite the proceeding in order to resolve a matter relating to a competition that is so scheduled that compliance with regular procedures would not be likely to produce a sufficiently early decision to do justice to the affected parties, the Managing Director of Paralympics is authorized to order that the complaint be heard and decided within forty-eight (48) hours of the filing of the complaint. In such a case, the hearing panel is authorized to hear and decide the complaint pursuant to such procedures as are necessary, but fair to the parties involved.

Section 12. Complaints Involving Selection to Participate in a Competition.

Where a complaint is filed involving selection of an individual to participate in a competition, the complainant shall include with the complaint a list of all other individuals, together with their contact information, that may be adversely affected by a decision rendered on the complaint. The hearing panel shall determine which additional individuals must receive notice of the complaint. The complainant shall then be responsible for providing appropriate notice to these individuals. Any individual so notified then shall have the option to participate in the proceeding as a party. If an individual is notified of the complaint, then that

individual shall be bound by the decision of the hearing panel even though the individual chose not to participate as a party.

Section 13. Decision.

A decision shall be determined by a majority of the hearing panel. The hearing panel's decision shall be in writing, shall state the reasons for the decision and shall be distributed to the parties.

Section 14. Arbitration.

Any party may appeal a decision of the hearing panel to the American Arbitration Association. The arbitrator appointed by the American Arbitration Association shall have the authority to hear the matter anew or if requested by a party to render a decision on a more limited review. Either party may submit the decision of the hearing panel to the arbitrator for the arbitrator's consideration. The arbitrator may give whatever weight or authority to the hearing panel's decision as the arbitrator deems appropriate.