

USA PARA POWERLIFTING
ATHLETE SELECTION PROCEDURES
2021 – World Championship
Hungray

1. SELECTION SYSTEM

1.1. Provide the minimum eligibility requirements for an athlete to be considered for selection to the **2021 World Championships**

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. travel passport that will not expire for six months after the conclusion of the **2021 World Championships** through **December 2021**

1.1.2. Minimum International Federation (IF) standards for participation (if any): Athlete must hold an active World Para Powerlifting Organization (WPPO) License for the **2021** season.

Athletes must be internationally classified with a “Confirmed” sport class status or a “Review” sport class status with a review date set for after the **2021 World Championships**. Athletes who have never been internationally classified and/or have designated sport class status of “R” (Review) will/may be required by WPPO to go through International Classification prior to the start of the **2021 World Championships**.

Athlete must have achieved the respective US Minimum Qualification Standard (MQS) for WPPO approved/sanctioned and USA Para Powerlifting (USAPP) approved/sanctioned events in the weight category in which they will be entered at **2021 World Championships** between **November 1, 2020 and June 2021 (June date contingent on WPPO & LOC(s) hosting the competition(s))**.

On, September 10th, 2021 new US MQS and USA Para Powerlifting National A, B, and C Open and Junior division standards will be published after conclusion of the post postponed 2020 Summer Paralympic Games. The new standards will go into effect immediately after publication and replace the one presented in this selection procedure.

Men’s Open Division	MQS	Women’s Open Division	MQS
Up to 49kg	72.00kg	Up to 41kg	48.00kg
Up to 54kg	81.00kg	Up to 45kg	51.00kg
Up to 59kg	88.00kg	Up to 50kg	51.00kg



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Up to 65kg	97.00kg	Up to 55kg	58.00kg
Up to 72kg	105.00kg	Up to 61kg	64.00kg
Up to 80kg	104.00kg	Up to 67kg	54.00kg
Up to 88kg	105.00kg	Up to 73kg	64.00kg
Up to 97kg	115.00kg	Up to 79kg	66.00kg
Up to 107kg	113.00kg	Up to 86kg	59.00kg
Over 107 kg	117.00kg	Over 86kg	65.00kg

Men's Youth/Jr Division	MQS	Women's Youth/Jr Division	MQS
Up to 49kg	66.00kg	Up to 41kg	41.00kg
Up to 54kg	69.00kg	Up to 45kg	44.00kg
Up to 59kg	75.00kg	Up to 50kg	44.00kg
Up to 65kg	83.00kg	Up to 55kg	49.00kg
Up to 72kg	90.00kg	Up to 61kg	55.00kg
Up to 80kg	88.00kg	Up to 67kg	46.00kg
Up to 88kg	90.00kg	Up to 73kg	54.00kg
Up to 97kg	98.00kg	Up to 79kg	56.00kg
Up to 107kg	97.00kg	Up to 86kg	50.00kg
Over 107kg	100.00kg	Over 86kg	56.00kg

The USA may enter a maximum of (20) athletes and no more than (2) per body gender/weight category in the Open Division. In each body weight class the USA may also enter a Youth/Jr thereby making the maximum number of entrants three (3) unless the Local Organizaing Committee (LOC) deems differently. See 2.1 for further detail.

1.1.3. Other requirements (if any)

Must be a member in good standing of USAPP

Must be in compliance with, at all times, with Logan's POD adoption of the US Center for SafeSport (USCSS) Code

Must be in compliance with, at all time, with Logan's POD adoption of the USOPC's Background check policy

Must be in compliance with, at all time, Logan's POD membership and code of anti-doping and education requirements for USAPP

Must have successfully completed a USAPP Level I athletes camp prior to attending a selection event

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.

Samaritain's Walk
Richmond, Virginia
July 25th – 28th, 2021

- 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).

2. Team Size

2.1. Team Size

USAPP will field a maximum Team size of twenty (20) athletes in the Open Division, 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 in section 1.1.2. If all twenty (20) slots are filled by athletes in the Open division and there are Youth/Jr athletes that have qualified for the team per the selection criteria detailed in section 1.1.2., the Team will allow for three (3) additional slots. These additional slots will **only** be awarded to Youth/Jr athletes ranked in the top (3) three regardless of their weight class. If not all of the twenty (20) slots are not filled by Open Division athletes the remaining slots can be filled by Youth/Jr athletes in their respective bodyweight categories contingent the Youth/Jr athlete(s) comply with sections 1.1.2 and 1.1.3 of these selection procedures.

3. Team Selection

3.1. Team Selection

Selection for the team for WPPO approved/sanctioned events sanctioned and USAPP approved/sanctioned events will be based published US MQS for WPPO approved/sanctioned sanctioned and USAPP approved/sanctioned events events for the Open division and for the Youth/Jr Division is listed in section 1.1.2.

Only valid lifts at the Selection Event will be evaluated against the US MQS for WPPO approved/sanctioned events for the Open division and for the Youth/Jr Division and for National Team designation to the Open Division A, B, C team and for the Youth/Jr Division A and B team.

An athlete will **not** be named to the USAPP Open National A, B, or C team or the Youth/Jr A, B team unless he/she achieves the qualifying standards for his/her respective weight class in which he/she is competing in (see Attachment A and B).

All an athlete's valid lifts at the Selection Event will be entered into consideration.

Athletes will only be evaluated and considered for a weight category(s) in which they have demonstrated a valid lift at a Selection Event.

Evaluation of valid lifts will begin only after the final Selection Event has concluded.

3.2. Selection Rounds

Selection rounds will occur as follows:

First-round nominations will be those athletes who achieve a National Open or Youth/Jr A standard.

If slots remain, second-round nominations will be those athletes who achieve a National Open or Youth/Jr B standard

If slots remain, third-round nominations will be those athletes who achieve a National Open C standard

If slots remain, final round nominations will be those athletes who meet the US MQS for WPPO approved/sanctioned competitions 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 Open A, B and/or C standard or the Youth/Jr A and/or B standard, then that athlete shall have a conversation with his/her coach USAPP's High-Performance Manager and Head Coach to determine which weight class the athlete will have the most success on the International playing field- within 48 hours after the end of qualifer competiton. It will be the athletes final deicison wihtin 72 hours after the conclusion of tournament which weight class class he/she will to compete in on the International playing field. The athlete will provided this information via email to USAPP's High-Performance Managager and Head Coach within 72 hours after the completion of the qualifying competition.

3.2.1. Tie-Breaking Procedures – Same Weight Category

If more than two (2) athletes in the same weight category meet the same US internal MQS and/or Team standard the lift will go to the athlete with the lower body weight.

During weigh in, the weight must be recorded to the second (2nd) decimal place (0.01).

If their body weight is the same to the second (2nd) decimal place, then the athletes will be weighed again immediately after the third (3rd) attempt. The lift will go to the lighter lifter.

If, after being weighted for a second time, both athlete are at the same body weigh to the second (2nd) decimal, a fourth (4th) attempt will be giving to both athletes after a tem (10) minute warm up. The athlete that lifts the most in the fourth (4th) attempt will be named to the team.

3.2.2. Tie Breaking Procedures – Different Weight Category

If only one slot remains and two (2) or more athletes in different body weight categories make the same weight attempt in kilograms, the athlete with the lowest body weight will earn the slot on the team (as kilogram for kilofram the person with the lighter body weight is considered the stronger lifter as the lighter body weight athlete lifted the same as the heavier body weight athlete). The other athletes will be considered alternates in order of body weigh lowest to highest should a replacement athlete be required.

Note: Funding tiers for those athletes selected to the National Open A,B, C or Youth/Jr A, B Team based on the criteria above are set forth in Attachment C. These selection procedures are based on the current World Para Powerlifting Organization Rules and Pathway are subject to change after the conculsion of the postponed 2020 Summer Tokyo Paralympic Games.

4. DISCRETIONARY SELECTION (if applicable)

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

Athletes that have hit the US MQS within (one) 1-year prior in registered bodyweight class (that athlete has missed) in an event sanctioned by USAPP only. If an athlete did not qualify for a team in one body weight class they are eligible to qualify for the team in a different body weight class if they are in compliance with the selection criterea set forth in sections 1.1.2 and 1.1.3.

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

The Logan POD's Discretionary Selection Committee will consider the following performance-related factors (which are not in priority order):

The athlete(s) experienced an injury or illness or there was another personal factor that impeded maximal performance or prevented the athlete from competing during **any of the events listed in section 1.2.1**. The athlete must provide a letter from their primary care physician and/or the Logan Paralympic Medical Advisor explaining the injury or illness and the athlete's inability to compete.

The athlete(s) experienced weather, interference, or other external factors, either natural or caused by others, at the qualifying event(s), that impeded what otherwise likely would have been a qualifying result. Documentation of the above items can be requested by be required to submit to the the High-Performance Manager for verification purposes.

The athlete demonstrates a trend of improving performance in international competition, that when extended a reasonable distance into the future, intersects the current international performance standards for a podium finish.

The athlete, despite age or competing a relatively short time in the sport, has a performance trajectory that is favorable to future international success.

- 4.3. 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 for the sport of USAPP:

Logan POD's Discretionary Committee for USAPP:
Program Manager, USA Para Powerlifting
Executive Director of Paralympic Operations, Logan University
Athlete Representative, USA Para Powerlifting

- 4.4. 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 manager, 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.

5. REMOVAL OF ATHLETES

5.1.1. Prior to submission to the **2021 World Championships** Organizing Committee an athlete who is to be selected to the Team may be removed for any of the following reasons:

Voluntary withdrawal. Athlete must submit a written letter to the High-Performance Manager & Head Coach of Para Powerlifting.

Injury or illness as certified by a physician (or medical staff) approved by Logan's Paralympic Medical Advisor. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) and/or Logan's Paralympic Medical Advisor, his/her injury will be assumed to be disabling and he/she may be removed.

Violation of the Logan's Paralympic Operations Department (POD) Code of Conduct (Attachment D).

Re-classification by the IPC/WPPO such that the athlete's qualifying performance would not have qualified him or her for the Team.

Removal by the IPC/WPPO of the event in which the athlete qualified for the Team from the event **World Championships**.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the Logan's POD Complaint/Grievance Procedures for USAPP teams and programs (see www.logan.edu/usapp)

Once an athlete's name has been submitted to the IPC/WPPO and **the 2021 World Championships Organizing Committee**, the athlete may be removed pursuant to the reasons as set forth in 3.1 above.

An athlete may be removed from the Team for an adjudicated violation of IOC, PASO, IPC, WADA, IF, USADA, USOC, and/or Logan POD's USAPP's membership anti-doping protocol, policies and procedures, as applicable.

An athlete may be removed for any violation of Logan POD's adoption of the (USCSS) Code and USOPC's background check policy

6. REPLACEMENT OF ATHLETES

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

6.1.2. prior to submission of Entries by Name to the IPC/WPPO and **2021 World Championships** Organizing Committee and the athlete has achieved the US MQS for WPPO approved/sanctioned and USAPP

approved/sanctioned events at the domestic qualifiers within the calendar year:

- 6.1.3. after submission of Entries by Name to the IPC/WPPO and **2021 World Championships** Organizing Committee: In the event that one of the two (2) athletes

7. SUPPORTING DOCUMENTS

Logan's POD will retain the approved Selection Procedures and all supporting documents, including evaluation forms, team declaration/travel agreements, etc., and data from the selection process for six (6) months past the date of the Closing Ceremony of the **2021 World Championships**.

8. REQUIRED DOCUMENTS

Logan's POD Code of Conduct (Attachment D)

Logan's POD Complaint/Grievance Policies and Procedures (Attachment E)

All Logan POD Policies and procedures (can be found at www.logan.edu/usapp)

9. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

Logan POD website:
www.logan.edu/usapp

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

7. DATE OF ENTRY

The Athlete Entry Form, including replacements, will be submitted to the IPC/WPPO and the **2021 World Championships** Organizing Committee on or before:

TBD

8. MANDATORY TRAINING AND/OR COMPETITION

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 sport's High Performance Manager, Head Coach, and Logan's

Paralympic Medical Advisor for review. A written response to all requests will be issued to the athlete within 72 hours of the request.

9. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, IPC, PASO, 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 IOC, IPC, PASO, WADA, IF, USADA and USOPC Rules, as applicable.

10. DEVELOPMENT OF SELECTION PROCEDURES

The following committee/group (include names and titles) was responsible for creating these Selection Procedures for Logan's POD USAPP Team:

Kelley Humphries, Executive Director of Paralympic Operations, Logan University
Mary C. Hodge- High Performance Manager, USA Para Powerlifting
Chelsi Figley- USA Para Powerlifting Athlete representative

11. HPMO HANDBOOK AND GRIEVANCE PROCEDURES

The Logan POD Handbook and Complaint/Grievance Procedures can be found at

www.logan.edu/usapp

12. 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 Logan USA Para Powerlifting

13. 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, Kacie Wallace, by:


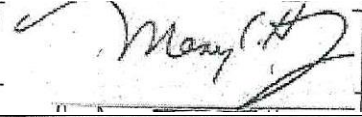
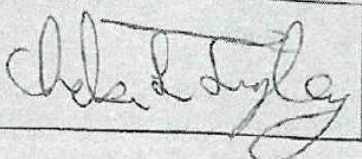
- Telephone at (719) 866-5000
- E-mail at Kacie.Wallace@usopc.org
- <http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman>

14. HPMO SIGNATURES



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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 SPORT.

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Dr. Kelley Humphries		28- January- 2021
High Performance Manager	Coach Mary C. Hodge		28- January- 2021
USOC Athletes' Advisory Council Representative*	Ms. Chelsi Figley		28- January- 2021

* 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 Logan, 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 USOPC AAC Representative, Logan must designate an athlete from that sport to review and sign the Selection Procedures.



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Attachment A U.S. Paralympics Powerlifting National Open Team Standards Weight Class

Weight Class	National A (Rio Bronze)	National B (93% of Rio Bronze)	National C (90% of Rio Bronze)
Men			
Up to 49kg	155.00 kg	144.15 kg	139.50 kg
Up to 54kg	162.00 kg	150.66 kg	145.80 kg
Up to 59kg	176.00 kg	163.68 kg	158.40 kg
Up to 65kg	193.00 kg	179.49 kg	173.70 kg
Up to 72kg	210.00 kg	195.30 kg	189.00 kg
Up to 80kg	207.00 kg	192.51 kg	186.30 kg
Up to 88kg	210.00 kg	195.30 kg	189.00 kg
Up to 97kg	229.00 kg	212.97 kg	206.10 kg
Up to 107kg	226.00 kg	210.18 kg	203.40 kg
Over 107kg	234.00 kg	217.62 kg	210.60 kg
Women			
Up to 41kg	95.00 kg	88.35 kg	85.50 kg
Up to 45kg	102.00 kg	94.86 kg	91.80 kg
Up to 50kg	102.00 kg	94.86 kg	91.80 kg
Up to 55kg	115.00 kg	106.95 kg	103.5 kg
Up to 61kg	128.00 kg	119.04 kg	115.20 kg
Up to 67kg	108.00 kg	100.44 kg	97.20 kg
Up to 73kg	127.00 kg	118.11 kg	114.30 kg
Up to 79kg	131.00 kg	121.83 kg	117.90 kg
Up to 86kg	117.00 kg	108.81 kg	105.30 kg
Over 86kg	130.00 kg	120.90 kg	117.00 kg



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Attachment B U.S. Paralympics Powerlifting National Youth/Jr Team Standards Weight Class

Weight Class	National A (15% Rio Bronze)	National B (13% of Rio Bronze)
Men		
Up to 49kg	132.00 kg	135.00 kg
Up to 54kg	138.00 kg	141.00 kg
Up to 59kg	150.00 kg	154.00 kg
Up to 65kg	165.00 kg	168.00 kg
Up to 72kg	179.00 kg	183.00kg
Up to 80kg	176.00 kg	181.00 kg
Up to 88kg	179.00 kg	183.00 kg
Up to 97kg	195.00 kg	200.00 kg
Up to 107kg	193.00 kg	197.00 kg
Over 107kg	199.00 kg	204.00kg
Women		
Up to 41kg	81.00 kg	83.00 kg
Up to 45kg	87.00 kg	89.00 kg
Up to 50kg	87.00 kg	89.00 kg
Up to 55kg	98.00 kg	101.00 kg
Up to 61kg	109.00 kg	112.00 kg
Up to 67kg	92.00 kg	94.00 kg
Up to 73kg	108.00 kg	111.00 kg
Up to 79kg	112.00 kg	114.00 kg
Up to 86kg	100.00 kg	102.00 kg
Over 86kg	111.00 kg	114.00 kg

Attachment C

USA Para Powerlifting National Open A and B Team Benefits

Item	Provider
Additional Athlete Support Programs	Provided by Logan
Athlete Stipends	Provided by USOPC
Elite Athlete Health Insurance	Provided by USOPC
Travel expenses associated with designated domestic training camps and competitions	Provided by Logan in specific circumstances (if applicable)
Merchandise discounts	Provided by USOPC Provided by Logan
Airline discount	Provided by USOPC
Career Development	Provided by USOPC Athlete Career Program (ACE)
Academic Services	Provided by USOPC/DeVry Provided by Logan
Tuition Grants	Provided by USOPC Provided by Logan
National Team Designation	Provided by USOPC Provided by Logan
National Team Uniform	Provided by Logan
Additional Resources	http://www.teamusa.org/For-Athletes

USA Para Powerlifting National Open C Team Benefits

Item	Provider
Additional Athlete Support Programs	Provided by Logan
Athlete Stipends	Provided by USOPC
Merchandise discounts	Provided by USOPC Provided by Logan
Academic Services	Provided by Logan
Tuition Grants	Provided by Logan

USA Para Powerlifting National Youth/Jr Team Benefits

Item	Provider
Athlete Stipends	Provided by USOPC
Merchandise discounts	Provided by USOPC Provided by Logan
Academic Services	Provided by Logan
Tuition Grants	Provided by Logan

ATTACHMENT D

Logan University Paralympic Operations Department (POD)

Code of Conduct

Purpose

To define the terms by which the people who are considered Designated Persons the Paralympic Operations Department (POD) at Logan University's (Logan), the High-Performance Management Organization (HPMO) of USA Para Powerlifting (USAPP), shall conduct themselves consistent with Logan's mission and core values.

Designated Persons include all members of the sport(s) managed by the POD (USAPP), athletes, coaches, department staff, sport specific professional staff (volunteer/stipend/) and volunteers.

Policy Statement

Introduction

The POD supports its athletes, coaches, department staff, sport specific professional staff, and volunteers in achieving sustained competitive excellence and persevering the Paralympic ideals. The POD accomplishes this mission through its commitment to:

- Honesty, integrity, and trustworthiness in all dealing
- Respect for the rights, differences and dignity of others
- Accountability and transparency
- Stewardship of the Paralympic movement

The POD has adopted the Code of Conduct to support these values with the expectation that the people who are Designated Persons conduct themselves consistent with Logan's mission and core values.

Applicability

This Code of Conduct applies to all Designated Person of Logan POD's as it pertains to the University's responsibility as an HPMO.

Code of Conduct

Reporting Obligations

No code of conduct can address every situation, nor can it take the place of good judgement and integrity. The POD maintains an "open door" for anyone who has questions or concerns.

The POD supports all efforts to comply with this Code of Conduct. In addition, the POD is dedicated to the safety of its sport(s) member and requires that any violations of the POD's adoption of the US Center for SafeSport (USCSS) Minor Athlete Abuse Prevention Policies (MAAPP) be reported immediately per the POD's Compliant Procedures (found at www.logan.edu/usapp) and to the USSS (<https://safesport.org/>).

Under no circumstances will an individual be subject to any disciplinary or retaliatory action of filing, in good faith, a report of violation or potential violation of the Code of Conduct. However,

filing known false or malicious reports will not be tolerated, and anyone filing such reports will be subjected to appropriate disciplinary action.

Legal Compliance

The POD requires that all Designated Persons follow the Code of Conduct and abide by all applicable Logan policies and procedures; United States federal, state and local law as applicable, including the Ted Stevens Olympic and Amateur Sport Act, codified at 36. U.S.C §§ 22501—22529; foreign law as applicable.

Commitment to Integrity

The POD is committed to honesty and integrity as the cornerstone of our activities. In turn, the POD expects them members of the sport(s) it manages to conduct themselves in an ethical and legal manner as a Designated Person of the HPMO. This requires that you:

- Respect the rights of all individuals to fair treatment and equal opportunity, free from discrimination or harassment of any type, including, without limitation discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin or otherwise
- Know, understand and comply with all applicable laws, regulations, and codes of conduct
- Ensure that all HPMO work and transactions are handled with honesty and recorded accurately
- Protect information that belongs to, the POD, Logan, our workers, volunteers, members and customers
- Protect information that belongs to the POD, Logan, our workers, volunteers, members and customers
- Never use the POD or Logan’s assets or information for personal gain
- Recognize that even the appearance of misconduct or impropriety can be very damaging to the reputation of the POD, the sport(s) it manages, and Logan, and thus act accordingly.

Logan, the POD and the sport(s) it manages finds sexual and physical abuse intolerable and in direct conflict with its core mission and values. They are committed to ensuring that it, its members, and member organization promote an environment free from such abuse; and such commitment extends not only to the workplace, but also to the creation of safe sporting environments for athletes. To that end, Logan, the POD and the sport(s) it manages, forbids any form of sexual or physical abuse, whether in the workplace or outside it, and including instances involving athletes. You have a duty to report any alleged sexual or physical abuse occurring in the workplace or at any Logan supported training or sporting activity (this includes all POD events specific to the sport(s) it manages (USAPP)). Logan’s POD Misconduct Policy can be found at www.logan.edu/usapp.

Participant Relationships

Members of USAPP, which are under the governance of the POD, a department within Logan, are charged with contributing to an environment that makes participation in the sport a positive and rewarding experience. To achieve that result, each member has an obligation to make decisions based on the best interest of the all those involved. With this obligation in mind, it is a violation of this Code of Conduct for any member to:

- Fail to follow the safety guidelines established by the POD, or otherwise knowingly subject a participant to unreasonable physical or emotional risk.
- Engage in conduct, which is competitively unfair including, in particular, attempting to injure, disable or intentionally interfere with the preparation of a competitor.
- Engage in physically or emotionally abusive conduct towards another participant in the sport.
- Discriminate in the provision of resources or opportunities to any member or prospective member based on race, creed, sex, sexual orientation, gender identification or expression, age, national origin or mental or physical disability
- Intimidate, embarrass or improperly influence, or attempt to intimidate, embarrass or improperly influence any individual responsible for judging, coaching, participating in or administering a competition.
- Engage in business practices directed towards another member that are determined by a court or other judicatory body to be illegal.

Responsibility

A member of USAPP under the governance of Logan has a responsibility to the sport of Para Powerlifting and the rules and regulations that govern it. With this responsibility in mind, it is a violation of this Code of Conduct for any member to:

- Knowingly misrepresent the policies or actions of Logan and USAPP or its authorized representatives.
- Fail to follow the established procedures for challenging a competitive result, contesting a team selection decision, registering a complaint about the materially improper conduct of another member.
- Breach the duty to maintain appropriately established confidences of Logan or its members.

Communication

Members of USAPP which are under the governance of Logan have a duty to communicate honestly and openly with the organization and its members. With this obligation in mind, it is a violation of this Code of Conduct for any member to:

- Misrepresent competitive or coaching achievements, professional qualifications, education, experience, criminal record or affiliations.
- Continuing to claim a coaching level title based fully or partly on the record of athletes one has not personally coached or whom another member is coaching or has coached. Not being forthcoming about a criminal record

- Knowingly withhold from any athlete or coach information or resources likely to enhance the athlete's progress, enjoyment of the sport or reduce their risk of injury or illness.
- Fail to consult with or fully inform the athlete, the athlete's coach or parents (if the athlete is less than 18 years of age) about competitions, commercial or sponsorship opportunities or recognition.
- Misrepresent the nature or extent of an injury in order to participate in (or cause an athlete to participate in) a competition, training camp or similar activity.
- Fail to consult with and fully inform the coach of record, and/or an athlete's parents (if the athlete is less than 18 years of age) about a change of coach of record, a change of team of record, or of enrollment in a Logan USAPP/US Paralympic sponsored facility or program.
- Entice an athlete to change the coach or team of record for monetary or in-kind payments.
- Knowing disseminate false information about any member

USADA Anti-Doping, Alcohol, and Drug Abuse

Members of USAPP which are under the governance of Logan must ensure that the sport is conducted in an environment free of drugs and/or alcohol abuse. It is inconsistent with this obligation for any member to:

- Provide to a third party, or be a third-party user of, any drug deemed illegal by federal, state or municipal law.
- Provide alcohol to, or condone the use of alcohol by, one or more athletes under the age of 21, abuse alcohol in the presence of athlete members or consume alcohol if under 21 years of age.

Membership anti-doping obligations

It is the duty of individual members of the Logan USAPP to comply with all anti-doping rules of the World Anti-Doping Agency (WADA), World Para Powerlifting Organization (WPPO) and the International Paralympic Committee (IPC), the USOPC including the USOPC National AntiDoping Policy, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, WPPO, IPC, the USOPC and USADA. Athlete members agree to submit to drug testing by WPPO/IPC and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension. If it is determined that an individual member may have committed a doping violation, the member agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of WPPO/IPC, if applicable or referred by USADA.

Organization Members anti-doping obligations

It is the duty of all Athletes, Athlete Support Personnel and other Persons (as those terms are defined in the World-Anti Doping Code), by virtue of their participation in the Olympic, Paralympic, Pan American, ParaPan American or Youth Olympic Games, participation in an Event or Competition organized or sanctioned by an National Governing Body (NGB), Paralympic Sports Organization (PSO) or HPMO, participation on a national team, utilization of a USOPC Training Center, receipt of benefits from the USOPC or Logan home of USAPP, inclusion in the Registered Testing Pool, or otherwise subject to the World Anti-Doping Code to comply with all anti-doping rules of WADA, WPPO/IPC, the USOPC, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, the WPPO/IPC and USADA. If it is determined that an Athlete, Athlete Support Personnel, or other Person may have committed a doping violation, the individual agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the WPPO/IPC, if applicable or referred by USADA. In addition, Athletes agree to submit to drug testing by the WPPO/IPC and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension.

Criminal Conduct

Members of USAPP which are under the governance of Logan are expected to comply with all applicable criminal codes. Any member who has been convicted of or has entered a plea of guilty or no contest to a criminal charge involving sexual misconduct, child abuse, or conduct that is a violation of a law specifically designed to protect minors will be immediately expelled from membership and no longer be allowed to participate in Logan and USAPP sponsored/sanctioned events domestically and internationally.

Sexual Misconduct

Logan's misconduct policy is expected to be followed by all members. The policy can be located at www.logan.edu/usapp.

Conflict of Interest

Members of USAPP which are under the governance of Logan are responsible for avoiding both actual and perceived conflicts of interest while conducting business on behalf of the organization. It is a violation of the Code of Conduct for any member to:

- Use, or be perceived as using, Logan and USAPP's properties, services, opportunities, authority or influence to gain private benefit.
- Incur expenses in furtherance of Logan or USAPP business that are unreasonable, unnecessary, or unsubstantiated.
- Participate in establishing criteria or policies; engage in deliberations or decision-making about any issue for which the member has a direct financial or professional interest
- Violate any aspects of the POD's Conflict of interest policy

Enforcement of the Code

Compliance with this Code depends primarily upon understanding, voluntary compliance and reinforcement by peers. When necessary, Logan will take charge of enforcement through disciplinary action.

Any individual who believes that a member has failed to meet his or her obligations under this Code is, under all but the most egregious circumstances, encouraged to first address that concern directly to that member. If that action does not result in a satisfactory resolution, the individual may contact the Executive Director of Paralympic Operations in writing. The complaint will be forwarded to the Logan's USAPP Conduct Committee or appropriate member of Logan's staff. While the complaint must be signed and state specifically the nature of the alleged misconduct, the name of the individual making the complaint will be kept confidential by Logan's USAPP Conduct Committee and Executive Director of Paralympic Operations, except as necessary in connection with a hearing and/or investigation. After review by the Logan's USAPP Conduct Committee, and, where appropriate, after additional discussions with the complainant and/or member who is the subject of the complaint, Logan's USAPP Conduct Committee will recommend to the Executive Director of Paralympic Operations one or more of the following:

- No further action be taken as the complaint does not merit further action
- Reprimand: Logan's USAPP Conduct Committee counsel the member who is the subject of the complaint and will record both the complaint and the nature of the counseling in the member's permanent record.
- Disciplinary probation: The Logan's USAPP Conduct Committee impose sanctions based on the investigation and the findings of the committee members.
- Suspension: The final remedial action will be as determined by Logan's USAPP Conduct Committee, except in the case of a suspension, expulsion or termination of membership, which shall be handled by a hearing.
- Consultation: USAPP Conduct Committee send a letter of "Necessary Improvement" to the subject(s) of the complaint.

Appeals process

Appeals are subjected to Logan's general processes (those not specific to the sport of Paralympic Powerlifting in the United States). This information can be found at www.logan.edu

ATTACHMENT E

Logan Paralympic Operations Department (POD) Grievance Policies and Procedures

Policy Statement

A member of USA Para Powerlifting (USAPP) may file a complaint pertaining to any matter within the cognizance of Logan's POD specific to the department's operations and management of the sport of Paralympic Powerlifting, including but not limited to any alleged violation of or grievance concerning

- Any Logan USAPP rule or regulation,
- Any provision of Logan USAPP policies
- Any US Center of SafeSport Minor Athlete Abuse and Prevention Polices (<https://safesport.org/>)
- Any provision of the Act relating to Logan's recognition as an HPMO such as;

Opportunity to Participate

Any athlete, coach, trainer, manager, administrator or official may file a complaint to the Logan POD Judicial Committee Chair pertaining to any alleged denial, or alleged threat to deny, of that individuals' opportunity to participate in a Logan USAPP sanctioned/recognized competition/camp/event. Logan USAPP sanctioned/recognized competition/camp/event, violation of Logan USAPP code of conduct, or administrative procedures (as defined in section 9.15 of the Logan POD Handbook).

Code of Conduct Violation

The Logan POD Ethics Committee shall maintain, and the Executive Director of the POD shall promulgate the Logan USAPP Code of Conduct on the USAPP page on Logan's website (www.logan.edu/usapp). The POD's Ethics Committee shall receive and hear complaints of violations of the Code of Conduct and will provide fair notice and opportunity for a hearing to any athlete, coach, trainer, manager, administrator, or official before declaring the individual accused of such violation.

Manner of Filing

The complainant shall file the complaint addressed to the Executive Director of Paralympic Operations at Logan, who shall inform the needed parties in Logan's current reporting structure of the compliant and assign the complaint to the POD's Ethics or Judicial Committee for process.

The complaint shall set forth in typed, clear and concise language, preferable in numbered paragraphs (complaint for can be found at www.logan.edu/usapp):

- The complainant's name (full) and full contact information,
- the name of the defendant (complaints against organizations shall name the organization, not an individual),
- specifics of the nature of the allege violation,
- where the allege violation occurred,

- when the alleged violation occurred,
- the circumstances under which the alleged violation occurred,
- how the alleged violation impacts the complainant,
- the remedy requested by the complainant,
- a narrative describing the allegation; and
- the complainant's signature

Hearing Panel

Upon the timely and complete filing of a complaint, the chair of the Logan POD's Ethics or Judicial Committee after consultation with the Executive Director of Paralympic Operations and other members of the Logan Ethics or Judicial Committee, shall appoint a Hearing Panel consisting of three (3) individuals to hear the complaint (at least one (1) of whom must be an athlete who meets the qualifications of any athlete USAPP membership). The complaint will be given to the appropriate committee chair based on the roles and responsibilities of the committees set forth in sections 9.14 and 9.15 of the POD handbooks

The POD Ethic or Judicial Committee shall also appoint a Chair of the Hearing panel. A POD Ethics and/or Judicial Committee member may be appointed to and serve on the Hearing Panel. Other individuals who meet the standards of independent as set for in the POD handbook may be identified by the POD Ethics or Judicial Committee and may also be appointed to serve on the Hearing Panel. Members of the panel need not be members of the sport(s) managed by the POD.

All members of any hearing panel shall be disinterested individuals without conflict of interest to the individuals or situations being heard.

Conducting of the Proceeding

Fair Notice

Within ten (10) days of the appointment of the Hearing Panel, the Executive Director of Paralympic Operations (or his or her designee) will provide to the Chair of the Hearing Panel a copy of each of the following documents:

- the Complaint;
- all materials filed with the Complaint, if any; and
- any relevant documents in the possession of Logan.

The Hearing Panel shall ensure that any affected parties are provided with the relevant materials. The Hearing Panel may also determine that individuals not listed by either the Complainant or the POD as an affected party shall be given notice. Any party named as an affected party shall be eligible to participate fully in the Grievance, including the Hearing. Any party notified of the Complaint as a potentially affected party shall be bound by the decision of the Hearing Panel, even if he or she chooses not to participate.

The Hearing Panel shall initially meet and decide whether the filing meets the minimum standards for a sufficiently filed complaint and rule on whether the complaint may go forward.

If the complaint is insufficient, the Hearing Panel shall provide written opinion to the complainant explaining its decision and whether the complaint may be corrected and re-filed (a dismissal without prejudice) or whether the complaint may not be re-filed (with prejudice) providing justification for its opinion.

If the complaint is not dismissed, the Hearing Panel shall notify the named defendant if any, and the defendant shall have 30 days to respond to the complaint with a sufficiently stated response that refutes the complaint.

Failure to respond shall be grounds for the Hearing Panel to grant a default judgement to the complainant with a remedy determined by the Hearing Panel.

Upon receipt of the defendant's response, the complainant shall have 30 days to respond. After receipt of the complaint, defendant's response and complainant's response to defendant the Hearing Panel may decide based on the filing if the Hearing Panel's discretion the filing sufficient, and the parties agree to such a procedure.

If the Hearing Panel concludes that a hearing is warranted the Hearing Panel shall schedule 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, and the rules of evidence will not be strictly enforced, except that testimony shall be taken under oath.

If necessary or convenient to the parties, the hearing may be conducted by tele- or web-conference.

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

Member of the hearing panel shall have the right to question witnesses or the parties to the preceding 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.

Fair Process Considerations

In any hearing conducted, the parties shall be provided with the following

- Notice of the charges or alleged violations, with specificity and in writing and possible consequences if the charges are found to be true;
- Reasonable time between receipt of the notice of charges and the hearing with respect of the charges, within which to prepare a defense;
- Notice of the identify of adverse witnesses provided in advance of the hearing;
- The right to have the hearing conducted at such a time and place as to make it practicable for the person charged to attend;
- A hearing before a disinterested and impartial body of fact finders;
- The right to be assisted in the presentation of one's case at a hearing, including the assistance of legal counsel, if desired; however, all fees shall be paid by the party seeking assistance of legal counsel;
- The right to present oral and written evidence and argument;
- The right to call witnesses to testify at the hearing including the right to have individuals under the control of an adverse party attend; and to confront and cross-examine such individuals;
- The right to have a record (i.e., transcript) made of the hearing (in this regard, the reporter shall be paid for by the party requesting the reporter; and a copy of any transcript shall be provided to the other party upon payment of half of the cost. Any transcripts ordered by a party shall be made available to the Hearing Panel upon request of the hearing Panel;
- The burden of proof shall be on the proponent of the charge, which burden shall be by "at least a preponderance of the evidence," unless an applicable rule of law provides for the higher burden of proof;
- A written decision, with reasons therefore, based solely on the evidence of record, handed down in a timely fashion; and
- A written notice of appeal procedures, if the decision is averse to the person charged, and the prompt and fair adjudication of any appeal
- First avenue of appeal shall be to the POD's Ethics or Judicial Committee (depending on which committee has jurisdiction over the filing) en banc (all Committee members shall review the decision) who shall meet after review record and the Panel's decision. After its review the POD's Ethics or Judicial Committee shall inform the parties and the Hearing Panel whether it upholds the Hearing Panel's decision or whether it will hear the appeal
- Except in extraordinary circumstances, which shall be documented and detailed in the POD Ethics or Judicial Committee's decision, the appeal shall be over process and the Hearing Panel's interpretation of the rules and procedure. Findings of fact by the Hearing Panel generally shall not be subject to appeal

- A second and final appeal with the POD is subjected to Logan's general process (those not specific to the sport of Paralympic Powerlifting in the United States). This information can be found at www.logan.edu

Complaints Involving Selection of 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 POD's Judicial Committee (as set forth in section 9.15 of the POD handbook) shall determine which additional individuals must receive notice of the complaint. The POD 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 Judicial Committee, even if the individual chose not to participate as a party.

Decision

A decision shall be determined by a majority of the Hearing Panel. The Hearing Panel's decision shall be in writing and distributed to the parties. A catalogued record of all Hearing Panel and Appellate decisions and remedies shall be kept in the official records of the POD, available to public review and research. Although not absolutely binding, consistent interpretation of rules, violations and remedies require Hearing Panels and Appellate Panels to refer to said catalogued decisions for guidance in matters before them.

Arbitration

Per the Act and the USOC Bylaws, certain parties subject to these Bylaws may bring a grievance to the American Arbitration Association