

U.S. Ski & Snowboard (NGB) Cross Country Skiing Athlete Selection Procedures 2026 Winter Olympic Games



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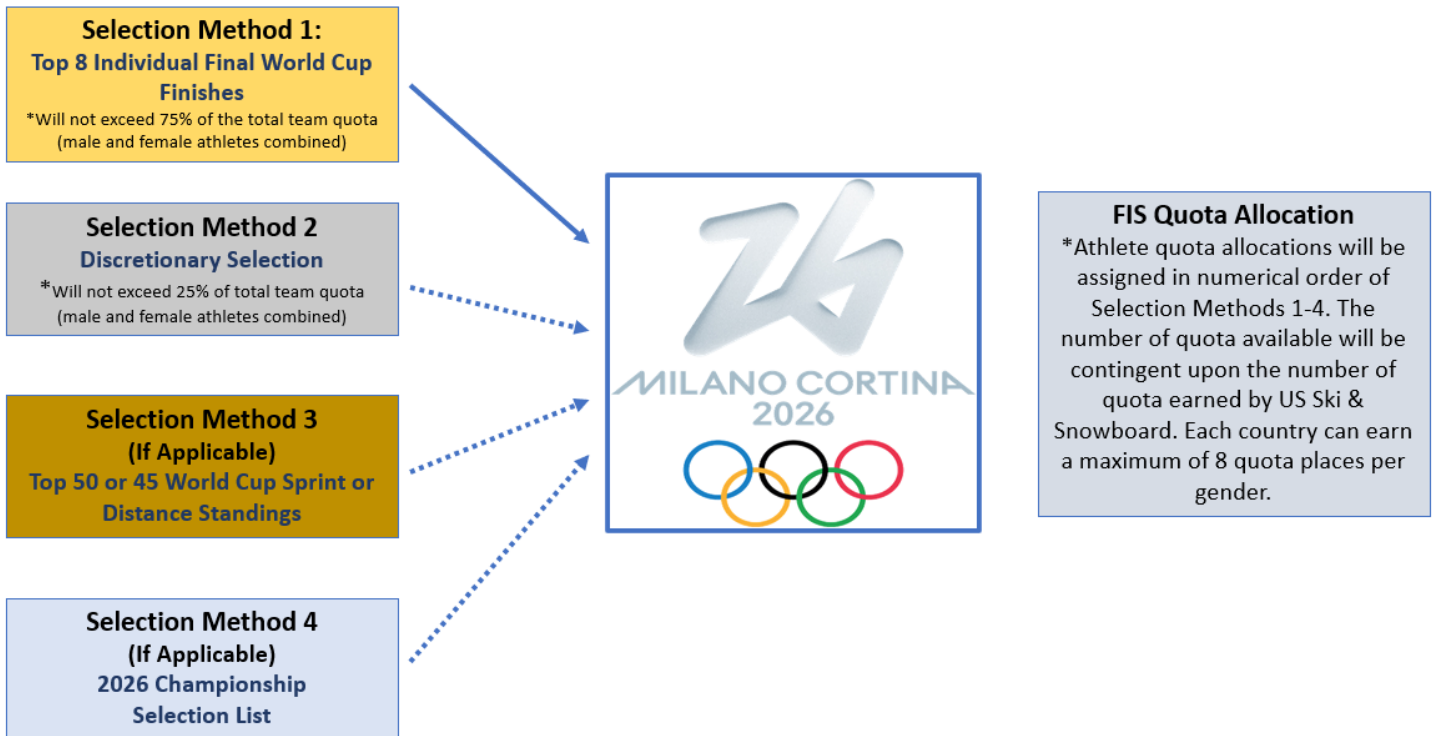
SECTION 1: OVERVIEW

These procedures outline the pathway for selection to the Milano-Cortina 2026 Winter Olympic Games in Cross Country Skiing.

The maximum Team size can be 16 athletes, 8 men, 8 women, with a maximum of 4 athletes per discipline in each gender permitted to start each competition. However, final Team size will depend on earned International Ski and Snowboard Federation (FIS) quota. FIS quotas are awarded to the National Olympic Committee (NOC).

SECTION 2: SELECTION PROCESS DIAGRAM

The following provides a high-level overview of how athletes will be nominated to the Team:



Note: This diagram is for informational purposes only. In the event of a conflict between the diagram and any written section herein, the written sections will prevail.

SECTION 3: ATHLETE REQUIREMENTS

1. Nationality/Passports Requirements:
 - Have a valid United States passport at the time of nomination that does not expire for six months after the conclusion of the Games.

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2. Minimum IOC Requirements:
 - Abide by the rules in the Olympic Charter, including nationality/citizenship requirements.
 - For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the Olympic Charter (Rule 41).
 - Abide by the IOC Eligibility of Conditions Form/Conditions of Participation Form
3. Organizing Committee of the Olympic Games (OCOG) Requirements:
 - Comply with all rules and policies implemented by the OCOG.
4. International Federation Requirements:
 - Comply with all International Ski and Snowboard Federation (FIS) eligibility requirements found here: <https://olympics.com/ioc/documents/olympic-games/milano-cortina-2026-olympic-winter-games>.
5. USOPC Requirements:
 - Comply with all USOPC rules applicable to the Games (e.g., Demonstrations).
 - Complete all USOPC Games Registration requirements by the stated deadline.
 - Comply with the USOPC Delegation Terms, including the Conduct Requirements, which will be made available here: <https://www.usopc.org/games-and-qualification>
 - Comply with the [USOPC Athlete Safety Policy](#) and the [U.S. Center for SafeSport Code](#).
 - Undergo a background screen in accordance with the current [USOPC Background Check Policy](#) if you will be age 18 or older.
6. NGB Requirements:
 - Athlete must possess a valid USA-coded FIS license for the 2025-2026 season.
 - Comply with the [NGB Membership Agreement](#).
 - Comply with the [NGB Code of Conduct](#).
 - Comply with the [NGB SafeSport Program](#).
 - Athlete must have an active NGB membership in good standing.
 - Athlete does not have an active suspension from the U.S. Center for SafeSport that would make the Athlete ineligible to participate in the Games.
 - Athlete does not have an active sanction for an anti-doping rule/policy violation that would make the Athlete ineligible to participate in the Games.

SECTION 4: OTHER MINIMUM REQUIREMENTS TO BE ELIGIBLE FOR THE TEAM

- Meet the U.S. Center for SafeSport's education and training requirements in accordance with the [USOPC Athlete Safety Policy](#) if athlete will be 18 or older on the day after the Closing Ceremony.
- Agree to be bound by and adhere to all IOC, WADA, FIS, USADA and USOPC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing and an agreement to be bound to the results management authority of the IOC, WADA, FIS, USADA, or

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other Anti-Doping Organization as applicable. Meet all health and safety protocols, to include vaccine requirements and/or testing requirements set forth by the government, local laws, USOPC, FIS and/or the OCOG.

SECTION 5: EVALUATIVE EVENTS

Event names, dates and locations of all trials, competitions, and camps to be used as part of the selection process:

- All FIS World Cup cross country competitions held on or between November 29, 2024 and March 23, 2025, may be evaluated for Selection Method 2, as outlined in Section 6. The schedule of competitions is posted at www.fis-ski.com.
- All FIS World Cup cross country competitions held during the 2025/26 season prior to January 19, 2026 will be evaluated for Selection Methods 1-3 as outlined in Section 6. These competitions will be evaluated for Selection Method 4 in the event a tiebreaker is needed (steps d and e only), as outlined in Section 7.2B. The schedule of competitions will be posted at www.fis-ski.com when approved.
- All non-relay USA SuperTour cross country competitions held during the 2025/26 season prior to January 19, 2026 will be evaluated for Selection Method 4, as outlined in Section 6. The schedule of competitions will be posted at <https://www.uskiandsnowboard.org/events/all> when approved.
- All non-relay Canadian Nor/Am cross country competitions (that are identified specifically for USA SuperTour inclusion and scoring) held during the 2025/26 season prior to January 19, 2026 will be evaluated for Selection Method 4, as outlined in Section 6. The schedule of competitions will be posted at <https://www.uskiandsnowboard.org/events/all> when approved.

It is the responsibility of each athlete to regularly check the schedule of competitions on the websites above to ensure they are aware of all schedule changes.

SECTION 6: SELECTION PROCESS

Provide a step-by-step description of the selection process including an overview of the FIS Qualification System.

6.1 QUALIFICATION FOR EVALUATIVE EVENTS

- Qualification criteria for the 2024/25 and 2025/26 World Cup seasons will be made available here: <https://uskiandsnowboard.org/sport-programs/criteria>
 - The final World Cup calendar for the 2024/25 and 2025/26 seasons will be made available here: <https://www.fis-ski.com/en/inside-fis/document-library/cross-country-documents>
- SuperTour and Nor/Am competitions are open to all Athletes.
 - The final SuperTour and Nor/Am calendars for the 2025/26 season will be finalized by October 31, 2025 and those calendars will be found here: <https://www.uskiandsnowboard.org/events/all>

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6.2 FIS QUOTA ALLOCATION AND TEAM NOMINATION

The International Olympic Committee (IOC) has determined that a maximum of sixteen (16) athletes representing any one nation may compete in the 2026 Olympic Winter Games across all events in Cross Country with a maximum of up to eight (8) male and eight (8) female athletes. U.S. Ski & Snowboard may enter up to four (4) athletes per gender per event as determined by FIS. Initial quota will be confirmed by the FIS on January 19th, 2026. Reallocated quota will be confirmed by the FIS on January 22nd, 2026. While total USA Team size will be determined based on USA's performance in the period of July 1, 2024 through January 18, 2026, it is anticipated that the majority of quota, if not all, will be determined based on Team USA's performance in the 2024-25 season.

U.S. Ski & Snowboard will put the following cap on the number of sprinters to be selected for the Games:

- **Sprinter Per Gender Cap:**
 - No more than four (4) sprint athletes per gender can be nominated to the Team via Selection Methods 1, 3, and 4. This limit is referred to herein as the "Sprinter Per Gender Cap".

Nomination to the Team does not guarantee the right to start a race at the Games. Start selections are at the discretion of the U.S. Ski & Snowboard Cross Country coaching staff, and medical staff where applicable, and will be based on a number of factors including course profiles, technique demands, recent trends in fitness and results, health, tactical skills, and other factors possibly contributing to starting the athletes best prepared for success in a given event.

Athletes will be nominated to the Olympic Team in the order of:

- 1) Top 8 Individual Final World Cup Finishes (Selection Method No. 1)
 - 2) Discretionary Selection (Selection Method No. 2)
 - 3) Top 50 or 45 World Cup Sprint or Distance Standings (Selection Method No. 3)
 - 4) 2026 Championship Selection List (Selection Method No. 4)
- Selection Methods 1, 3, and 4 will be based on performances in Evaluative Events (Section 5) during the 2025/26 season prior to January 19, 2026 (Selection Period).
 - Selection Method 2 will be based on performances in Evaluative Events from the Selection Period and FIS World Cup cross country competitions from November 29, 2024 to March 23, 2025.

6.2.1 Selection Method No. 1 - Objective Criteria – Top 8 Individual Final World Cup Finishes:

Up to seventy-five percent (75%) of the total Team quota (male and female athletes combined) will be filled by eligible athletes that post a Top 8 individual final World Cup result during the Selection Period in the following Olympic events: Sprint Classic, Individual start 10 km Free, 20 km Skiathlon, and 20 km C (mass start or individual start). These races represent the individual events found on the World Cup calendar during the Selection Period that mirror events at the 2026 Olympic Winter Games. Top 8 individual World

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Cup results will be catalogued and will be added to the “World Cup Olympic Selection Lists” alongside SuperTour points and posted here: <https://usskiandsnowboard.org/crosscountry>.

In the event that the number of Top 8 Individual Final Sprint World Cup results would exceed the Sprinter Per Gender Cap, U.S. Ski & Snowboard shall use the following tie-breaking mechanisms in order:

- a.) Best single individual Final World Cup Sprint finish in the Selection Period.
- b.) Next best single individual Final World Cup Sprint finish in the Selection Period.
- c.) Third best single individual Final World Cup Sprint finish in the Selection Period.
- d.) The athlete with the lowest Sprint FIS points on the current FIS point list as of January 18, 2026.
- e.) The Selection Committee will nominate the athlete(s) using the discretionary criteria specified in Section 7.2A.

After the Sprinter Per Gender Cap tiebreaker has been applied (if necessary), if the number of Top 8 Individual Final World Cup results exceed the seventy-five percent (75%) of total quotas, or the total quotas per gender that U.S. Ski and Snowboard has been allotted, U.S. Ski & Snowboard shall use the following tie-breaking mechanisms in order:

- a.) Best single individual World Cup finish in the Selection Period.
- b.) Next best single individual World Cup finish in the Selection Period.
- c.) Third best single individual World Cup finish in the Selection Period.
- d.) The athlete with the lowest Sprint or Distance FIS points on the current FIS point list as of January 18, 2026.
- e.) The Selection Committee will nominate the athlete(s) using the discretionary criteria specified in Section 7.2A.

After the Top 8 Individual Final World Cup Finishes criteria has been applied, any unfilled quota slots will be filled in sequential order by Selection Method Nos. 2 - 4.

6.2.2 Selection Method No. 2 (if applicable) – Discretionary Selection:

Up to twenty-five percent (25%) of total quota slots (male and female athletes combined) may be filled based on athlete petitions for discretionary consideration (see Section 7 below). Athletes must submit a petition to the U.S. Ski & Snowboard Selection Committee during the Selection Period (start of the 2025/26 through January 18, 2026) for nomination to the Olympic Games Team through discretionary selection. All petitions must be submitted through the online form which will be made available at <https://www.usskiandsnowboard.org/>.

6.2.3 Selection Method No. 3 (if applicable) – Top 50 or 45 World Cup Sprint or Distance Standings:

If athletes from the Russian Federation are allowed to compete in the 2025-26 World Cup season during the Selection Period, this standard will be Top 50. If athletes from Russia are not allowed to compete during the Selection Period, this standard will be Top 45. It is expected that a decision on the inclusion of athletes from

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the Russian Federation in the 2025-26 World Cup season will be made by the FIS Council in October 2025.

If there are remaining quota slot(s) after applying Selection Method No. 1 and No. 2, then athletes ranking in the Top 50 or 45 (see above) in the Distance World Cup or Sprint World Cup standings on January 18, 2026 will be nominated to the Team. Top 50 or 45 rankings will include only an athlete's individual World Cup results. Results will be scored to the "World Cup Olympic Selection Lists" alongside SuperTour points and posted here: <https://usskiandsnowboard.org/crosscountry>. If an athlete is ranked in the Top 50 or 45 in both Distance World Cup and Sprint World Cup standings, then the athlete will be counted on both lists.

In the event that these Top 50 or 45 World Cup nominations exceed the number of quota slots U.S. Ski and Snowboard has remaining, U.S. Ski & Snowboard shall nominate the athlete with the best ranking on either the World Cup Distance standings or the World Cup Sprint standings, unless the nomination of the Sprint athlete would exceed the Sprinter Per Gender Cap for that particular gender. In the event of a tie for the final quota slot for a particular gender, U.S. Ski & Snowboard shall use the following tie-breaking mechanisms in order:

- a) Best current World Cup ranking (sprint or distance) as of January 18, 2026.
- b) Best single individual World Cup finish in the Selection Period.
- c) Second best single individual World Cup finish in the Selection Period.
- d) Third best single individual World Cup finish in the Selection Period.
- e) The athlete with the lowest Sprint or Distance FIS points on the current FIS point list as of January 18, 2026.
- f) The Selection Committee will nominate the athlete(s) using the discretionary criteria specified in Section 7.2A.

Subject to the Sprinter Per Gender Cap, in the event of a tie for final qualifying sprint nomination, U.S. Ski & Snowboard shall use the following tie-breaking mechanisms in order:

- a) Best single individual Final World Cup Sprint finish in the Selection Period.
- b) Next best single individual Final World Cup Sprint finish in the Selection Period.
- c) Third best single individual Final World Cup Sprint finish in the Selection Period.
- d) The athlete with the lowest Sprint FIS points on the current FIS point list as of January 18, 2026.
- e) The Selection Committee will nominate the athlete(s) using the discretionary criteria specified in Section 7.2A.

6.2.4 Selection Method No. 4 (if applicable) – 2026 Championship Selection List:

Should there be any remaining quota slot(s) after Selection Method Nos. 1-3 above have been applied, the remaining quota slot(s) will be filled by considering the 2026 Championship Selection Lists*, open start positions in the various events, and the pool of athletes comprised of the next best athlete in each of four disciplines: women's distance, women's sprint, men's distance, and men's sprint. All athletes in the pool who

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meet the minimum eligibility requirements in Sections 3-4 may be considered for nomination to the Team through discretionary selection (see Section 7).

- *The 2026 Championship Selection List is an accumulation of SuperTour points scored during the Selection Period using the athlete's best two (2) finishes (highest points total per race) in a single discipline (sprint or distance) and using the 2026 Championship Selection List scoring system outlined below.*
 - Individual sprint events to be scored for the purpose of the 2026 Championship Selection List will only consider qualification round finish placing.
 - All four (4) individual races during the Selection Period at the U.S. National Championships and the one SuperTour held in conjunction with the U.S. National Championships will include the following *bonus SuperTour points* for the purpose of the 2026 Championship Selection List only: 1st place = 15 points, 2nd place = 10 points, and 3rd place = 5 points. For the purpose of the 2026 Championship Selection List only, U.S. National Championship and SuperTour participants will receive *standard SuperTour points* (i.e., 1st place = 30 points, 2nd place = 25 points, etc.) plus the above bonus points awarded for podium finishes.
 - For the purposes of the 2026 Championship Selection List only, athletes who are not US citizens will not be included in the scoring, and US athletes will move up the results/scoring list as foreign athletes are removed from the list.

In the event of a conflict between this overview and the FIS Qualification System, the FIS Qualification System will prevail.

For more details, including how U.S. Ski and Snowboard can earn quota for the Games, please refer to the FIS Qualification System directly here (see Qualification): <https://olympics.com/ioc/documents/olympic-games/milano-cortina-2026-olympic-winter-games>.

SECTION 7: DISCRETIONARY CRITERIA TO SELECT ATHLETES FOR THE TEAM

- A) Selection Method 2: Up to twenty-five percent (25%) of total quota slots (male and female athletes combined) may be filled using discretionary selection.
- B) Selection Method 4: If quota slot(s) remain after Selection Method Nos. 1-3 have been applied, discretionary selection will be used to fill the remaining quota slot(s).

7.1 RATIONALE FOR UTILIZING DISCRETIONARY SELECTION:

There are two scenarios for which U.S. Ski & Snowboard may use discretionary selection criteria:

- **Athlete Nomination:** Nominating athlete(s) to fill available quotas that are not filled through Selection Methods 1 and 3 (see Section 6).
- **Team Composition:** Fielding the best Sprint, Distance, Relay, and Team Sprint athlete(s) with medal capability, future medal capability, and/or nominating athletes who can achieve the best results at the Games.

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7.2 DEFINE THE DISCRETIONARY CRITERIA TO BE USED:

- A) Selection Method 2: The Selection Committee (see Section 7.3) will review results of all athletes who submitted timely petitions and will consider the following criteria in no particular order when making nominations:
- **Medal Capable Athlete:** A medal capable athlete is one who has had a World Cup podium finish in the 2024-25 season, a Top 10 individual World Cup finish in the 2025-26 season prior to January 19, 2026, or a World Cup podium finish in a team event (relay, team sprint) in the 2025-26 season prior to January 19, 2026.
 - **Athletes Who Maximize Team Performance:** An athlete whose trajectory during the Selection Period is such that they may be able to contribute to a medal in a team event (relay and/or team sprint).
 - **Athlete Success in Individual Events:** The athlete's ability to maximize Team success in individual events with open start positions in various individual events.
- B) Selection Method 4: The Selection Committee (see Section 7.3) will nominate the next highest ranked athlete(s) on the 2026 Championship Selection List in their respective discipline (distance or sprint). The Selection Committee will use the discretionary criteria below in no particular order to determine which discipline (distance or sprint) to prioritize to fill the remaining quota slot(s).
- **Recommendations from the Program Director:** The Cross Country Program Director shall recommend athletes to fill the remaining quota slot(s).
 - **Athletes Who Maximize Team Performance:** An athlete whose trajectory during the Selection Period is such that they may be able to contribute to a medal in a team event (relay and/or team sprint).
 - **Athlete Success in Individual Events:** The athlete's ability to maximize Team success in individual events with open start positions in various individual events.

*Please note that if the Sprinter Per Gender Cap has been met for the gender with remaining quota slot(s), the Selection Committee will automatically nominate the next highest ranked distance athlete of that gender on the 2026 Championship Selection List to the Team.

In the event of a tie between athletes in the same discipline (distance or sprint) on the 2026 Championship Selection List for the final nomination in a given pool of athletes, U.S. Ski & Snowboard shall use the following tie-breaking mechanisms in order:

- a) Best single 2026 Championship Selection List Race placing in the Selection Period, within the pool that is being considered.
- b) Second best single 2026 Championship Selection List Race placing in the Selection Period, within the pool that is being considered.
- c) Third best single 2026 Championship Selection List Race placing in the Selection Period, within

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the pool that is being considered.

- d) The athlete with the lowest Sprint or Distance FIS points on the current FIS point list as of January 18, 2026, in the discipline (Sprint or Distance) that they are being nominated for.
- e) The Selection Committee will nominate the athlete(s) using the discretionary criteria specified in Section 7.2A.

7.3 SELECTION COMMITTEE

The committee that will be responsible for making discretionary selections or other decisions and recommendations directly impacting athletes in the selection process.

Committee Name: U.S. Ski & Snowboard Selection Committee

- U.S. Ski & Snowboard Chief of Sport
- U.S. Ski & Snowboard Cross Country Program Director
- U.S. Ski & Snowboard Cross Country Sport Committee Chair
- U.S. Ski & Snowboard Cross Country Ski Head Coach
- Cross Country Athlete Representative (non-competing) selected by the Athlete's Council
- Cross Country Athlete Representative (non-competing) selected by the Athlete's Council

SECTION 8: MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule, and duration of all mandatory training and/or competition that will be considered in Team selection.

Athletes may be required to attend a mandatory training camp(s) and/or competition(s) to be held at a venue to be announced. Any mandatory training camp(s) and/or competitions after the date of nomination will be announced at least thirty (30) days prior to the start of training or competition. Location, schedule, and duration of any mandatory training and/or competition will be posted on U.S. Ski & Snowboard website at www.us skiandsnowboard.org/

Waivers from a mandatory training camp(s) and/or competition(s) will not be unreasonably withheld. Requests for a waiver must be submitted in writing to the National Team Coach as far in advance as possible.

SECTION 9: DATE OF TEAM NOMINATION

U.S. Ski & Snowboard will nominate the Team to the USOPC on **January 20, 2026**.

- If U.S. Ski & Snowboard receives additional quota through FIS reallocation, those athletes will be nominated to the USOPC on **January 23, 2026**.

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SECTION 10: REMOVAL OF ATHLETES FROM THE TEAM

10.1 NGB JURISDICTION

NGB has jurisdiction over athlete nominees until athlete entries have been submitted by the USOPC to the OCOG.

- a) An athlete who is nominated to the Team by NGB may be removed for any of the following reasons, as determined by NGB:
 - a. Voluntary withdrawal. Athlete submits a written letter to the NGB CEO or High-Performance General Manager requesting to voluntarily withdraw from the Team.
 - b. Injury or illness. A physician (or medical staff) approved by NGB provides certification that the Athlete has a debilitating condition. If Athlete refuses to provide verification of their illness or injury by a physician (or medical staff), their injury will be assumed to be debilitating and they may be removed from the Team.
 - c. Failure to participate. Athlete does not participate in all Mandatory Training and/or Competition as defined in these procedures.
 - d. Code of Conduct Violation. Athlete violates the [NGB Code of Conduct](#).
 - e. Athlete Agreement. Athlete violates a term in their signed NGB Athlete Agreement.
 - f. Non-compliance. Athlete does not meet the athlete eligibility requirements listed in Section 3 and Section 4 of these selection procedures.
- b) An Athlete may be removed as a nominee to the Team or from the Team if found to have violated IOC, WADA, FIS, USADA and/or USOPC anti-doping protocol, policies and procedures, the U.S. Center for SafeSport Code, the USOPC Athlete Safety Policy and NGB SafeSport policies, as applicable.

10.2 USOPC JURISDICTION

- a) Once Athlete entries have been submitted by the USOPC to the OCOG, the USOPC has jurisdiction over the Team.
- b) USOPC's Delegation Conduct Requirements apply in addition to the NGB Code of Conduct. The Delegation Conduct Requirements in the USOPC Games Delegation Terms are specific to each Games and are made available during the Games registration process.
- c) The USOPC's Grievance Procedures and Hearing Process are found within the USOPC Dispute Resolution Policy and Hearing Procedures.
 - a. See [USOPC | Dispute Resolution](#) for more information.

SECTION 11: SELECTION PROCESS IF ATHLETE VACANCY OCCURS PRIOR TO SUBMISSION OF ENTRIES BY NAME TO THE ORGANIZING COMMITTEE OF THE OLYMPIC GAMES

11.1 Should a vacancy occur prior to submission of Entries by Name by the USOPC to the OCOG, the

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athlete may be replaced by the U.S. Ski & Snowboard Selection Committee using the selection process specified in Section 6. The Committee will follow the same order of Selection Methods 1-4 and will use the discretionary criteria specified in Section 7 (if applicable) to fill the specific gender quota to be replaced. Any replacement of athletes must comply with these selection procedures, IOC, USOPC, and FIS regulations and entry deadlines.

11.2 All replacement athletes must meet all requirements listed in Sections 3-4.

SECTION 12: SELECTION PROCESS IF ATHLETE VACANCY OCCURS AFTER SUBMISSION OF ENTRIES BY NAME TO THE ORGANIZING COMMITTEE OF THE OLYMPIC GAMES

12.1 Should a vacancy occur after submission of Entries by Name by the USOPC to OCOG, if allowed, the same process as specified in Section 11 will be followed.

12.2 All replacement athletes must meet all requirements listed in Sections 3-4.

SECTION 13: RIGHT TO A HEARING

An athlete who is removed from the Team has the right to a hearing per the NGB's complaint procedures. (Article IX: Section C of the [USSS Bylaws](#) and the USOPC Bylaws, Section 9 ([USOPC | Dispute Resolution](#))).

SECTION 14: REQUIRED DOCUMENTS

In addition to the USOPC Delegation Conduct Requirements, the following documents are required to be signed by an athlete as a condition of nomination to the Olympic Games.

- NGB Code of Conduct - <https://www.us Ski and Snowboard.org/governance/policies>

SECTION 15: DISCLAIMERS

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

However, the selection criteria are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency. If any force of nature, pandemic, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures may require revisions, pursuant to their resubmission to the USOPC.

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SECTION 16: CONFLICT OF INTEREST

All members of the Selection Committee (Section 7.3) and all individuals who developed these selection procedures (Section 21) must comply with the U.S. Ski & Snowboard Conflict of Interest Policy, to include completing and submitting a disclosure form consistent with the U.S. Ski & Snowboard [Conflict of Interest Policy](https://www.usskiandsnowboard.org/governance/policies) before convening the committee. (<https://www.usskiandsnowboard.org/governance/policies>)

Any person with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest to the NGB [Ethics Committee](mailto:EthicsCommittee@usskiandsnowboard.org) (EthicsCommittee@usskiandsnowboard.org). Reports may also be made anonymously through the [USOPC's Integrity Portal](#). No committee member shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest. In addition, the USOPC maintains a strict no retaliation policy that prohibits any employee, contractor, agent, volunteer, or member of the USOPC to take or threaten to take any action against an athlete for reporting information to or seeking assistance from the Office of the Athlete Ombuds.

Any recused individual shall be replaced in accordance with the NGB Selection Committee appointment process.

SECTION 17: QUESTIONS REGARDING ATHLETE SELECTION PROCEDURES

Athletes may contact the individuals listed below for information about these selection procedures.

Name: Chris Grover
Position: Cross Country Program Director
Email: chris.grover@usskiandsnowboard.org
Phone: 435-640-8545

Name: Andrew Weibrecht
Position: Team USA Athletes' Commission Representative
Email: andrew.m.weibrecht@gmail.com
Phone: (519) 928-8968

ATHLETE OMBUDS

The Team USA Athlete Ombuds serves as a safe, independent, confidential place for Team USA Athletes to seek advice about any sport-related rule, policy, or process; how to navigate raising or responding to concerns; or access legal and mental health resources.

Team USA Athletes may contact the Athlete Ombuds:
PHONE: (719) 866-5000

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EMAIL: ombudsman@usathlete.org

WEBSITE: usathlete.org

SECTION 18: GRIEVANCES

The NGB Grievance Procedures can be found in Article IX: Section B of [USSS Bylaws](#).

Section 9 of the USOPC Bylaws provides a process for an athlete to file a complaint with the USOPC against an NGB alleging that he or she has been denied, or threatened to be denied, with the opportunity to participate in a Protected Competition, as defined in the USOPC bylaws. Additional information on how to file a complaint can be found here: [USOPC | Dispute Resolution](#).

SECTION 19: NON-RETAILATION

The USOPC and NGB have zero tolerance for retaliation against people who make good faith reports of potential ethical, policy, or legal violations, or who cooperate with investigations of those reports. That means no USOPC or NGB staff, Board or Committee member, or volunteer may threaten, harass, discriminate against, or take any negative employment or related action (e.g., discharge, demotion, suspension, negative review) on that basis.

- Individuals may report concerns to the NGB by following the NGB’s Whistleblower Policy located here (<https://www.us Ski and Snowboard.org/governance/policies>).
- Individuals may report concerns to the USOPC confidentially, or anonymously, online using the [USOPC Integrity Portal](#) or individuals may call the USOPC Integrity Hotline at 1-877-404-9935.
- Additional information can be found in the USOPC’s [Speak Up Policy](#).

SECTION 20: SUPPORTING DOCUMENTS

NGB will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Closing Ceremony of the Games.

SECTION 21: DEVELOPMENT, APPROVAL & CERTIFICATION OF SELECTION PROCEDURES

The following committee of individuals developed these selection procedures.

NAME	ROLE
Sadie Bjornsen	Athlete Representative
Gillian Bower	U.S. Ski & Snowboard VP of High Performance

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Chris Grover	U.S. Ski & Snowboard XC Program Director
Anouk Patty	U.S. Ski & Snowboard Chief of Sport
James Southam	Athlete Representative, 10 Year Athlete
Matt Whitcomb	U.S. Ski & Snowboard Head Cross Country Coach

The following individuals approved these selection procedures and through their signature, certify that the procedures comply with the standards and criteria set by the IF. The following individuals further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by U.S. Ski & Snowboard and that these selection procedures will be posted on the NGB’s website within five business days following the notice of approval from the USOPC.

POSITION	NAME	SIGNATURE	DATE
U.S. Ski & Snowboard President and Chief Executive Officer	Sophie Goldschmidt	Signed by: <i>Sophie Goldschmidt</i> FDFCC16DAD90469...	12/10/2024 5:28 PM MST
U.S. Ski & Snowboard Cross Country Program Director	Chris Grover	DocuSigned by: <i>Chris Grover</i> 806C1DD041834EA...	12/10/2024 12:34 PM MST

The following individual affirms that he/she read and understands the selection procedures.

POSITION	NAME	SIGNATURE	DATE
Team USA Athletes Commission Representative*	Andrew Weibrecht	DocuSigned by: <i>Andrew Weibrecht</i> D6E12A88754242B...	12/10/2024 6:09 PM MST

* If the Team USA Athletes’ Commission Representative has delegated authority to the Alternate Representative to sign the Selection Procedures, attach a letter from the Team USA AC Representative indicating the reason they have delegated authority.

* Signature by the Athlete Representative constitutes that they have read and understand the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB, they may submit those reasons in writing to their USOPC Sport Performance Team.

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

Revision History

Date	Revisions
12/10/2024	Original document published

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APPENDIX A – COMMONLY USED ACRONYMS

AAC – Athletes’ Advisory Council

AC – Athletes’ Commission

Act or TSOASA – Ted Stevens Olympic and Amateur Sports Act

APC – Americas Paralympic Committee

CAS – Court of Arbitration for Sport

Center or CSS – U.S. Center for SafeSport

CF – Continental Federation

IMS – Internally Managed Sport (sport managed by the USOPC)

IOC – International Olympic Committee

IPC – International Paralympic Committee

IF – International Federation

LOC – Local Organizing Committee

NGB – National Governing Body

NOC – National Olympic Committee

NPC – National Paralympic Committee

OCOG – Organizing Committee of the Olympic Games. The OCOG refers to the Organizing Committee of the Paralympic Games as well.

PAG – Pan American Games

Panam Sports or PASO – Pan American Sports Organization

PPAG – Parapan American Games

PSO – Paralympic Sport Organization

TEAM USA AC – Team USA Athletes’ Commission (formerly USOPC AAC)

USADA – United States Anti-Doping Agency

WADA – World Anti-Doping Agency

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APPENDIX B – GLOSSARY

Contingency means a future event or circumstance which is possible but cannot be predicted with certainty.

Delegation Event means the Olympic Games, the Olympic Winter Games, the Paralympic Games, the Paralympic Winter Games, the Pan American Games, and the Parapan American Games.

Force Majeure means an event or effect that cannot be reasonably anticipated or controlled (e.g., hurricane, tornado, etc.).

Grievance Procedures means the process that enables an athlete to file a complaint with the NGB or USOPC.

Jurisdiction means the power or authority to make decisions and judgments.

Nominated means an athlete, coach or staff member whose name has been submitted to the USOPC by an NGB for participation in a Delegation Event.

Protected Competition means a Delegation Event or a Qualifying Competition.

Qualifying Competition means either of the following:

- i. **NGB Qualifying Competition:** Any competition or activity organized or approved by the NGB where the athlete's performance or results are considered in the published selection criteria to represent the United States in a Delegation Event.
- ii. **International Qualifying Competition:** Any international sport competition where (i) athletes represent the United States against athletes representing other nations, (ii) the NGB officially designates entrants, as required by the competition organizers, and (iii) athlete results or performance are included in the published criteria to qualify, or be selected, to represent the United States in a Delegation Event.

Selected means an athlete, coach or staff member whose name has been submitted by the USOPC to the OCOG at the final submission date, as determined by the OCOG.

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APPENDIX C – ATHLETE RESOURCES

TEAM USA ATHLETES' COMMISSION (Team USA AC) *(Formerly Athletes' Advisory Council)*

The Team USA AC is responsible for broadening communication between the USOPC and active athletes and serves as a source of input and advice to the USOPC Board of Directors.

WEBSITE: www.usopc.org/teamusa-athletes-commission

ATHLETE LEGAL AID

The purpose of the Athlete Legal Aid Program is to assist elite athletes without sufficient financial means to seek aid for fees and costs associated with legal representation or the proceeding itself with respect to claims before an anti-doping organization, NGB, IF, the U.S. Center for SafeSport, USOPC, IOC/IPC, Court of Arbitration for Sport (CAS), or other sport-related tribunal within the Olympic and Paralympic Movement.

WEBSITE: www.usopc.org/ombuds/athlete-legal-aid-program

ATHLETE OMBUDS

The Team USA Athlete Ombuds serves as a safe, independent, confidential place for Team USA Athletes to seek advice about any sport-related rule, policy, or process; how to navigate raising or responding to concerns; or access legal and mental health resources.

Team USA Athletes may contact the Athlete Ombuds:

PHONE: (719) 866-5000

EMAIL: ombudsman@usathlete.org

WEBSITE: usathlete.org

USOPC DISPUTE RESOLUTION UNIT (DRU)

USOPC's DRU oversees the administration of dispute resolution services to athletes and other members of NGBs for grievances under the USOPC's jurisdiction to ensure the complaints are heard in a timely and fair manner. For more information about this process, please visit the [dispute resolution website](#).

USOPC ETHICS AND COMPLIANCE

USOPC's Ethics and Compliance team is responsible for ensuring the USOPC and NGBs comply with the Ted Stevens Olympic and Amateur Sports Act, their own bylaws and policies, and any other applicable laws or regulations. Any individual may report concerns confidentially, or anonymously, online using the [USOPC Integrity Portal](#) or individuals may call the USOPC Integrity Hotline at 1-877-404-9935 to report their concern over the phone.

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USOPC SECURITY AND ATHLETE SAFETY REPORTING PORTAL

Athletes can report an incident of emotional, physical, or sexual misconduct, a violation of the Minor Athlete Abuse Prevention Policies (MAAPP) or a general security incident or concern through the [Safety Reporting Portal](#). Athletes may also report to the USOPC over the phone at 719-866-3869.

SAFESPORT HELPLINE

The SafeSport Helpline provides crisis intervention, referrals, and emotional support specifically designed for athletes, staff, and other SafeSport participants affected by sexual violence. Through this service, support specialists provide live, confidential, one-on-one support that is available 24/7. Individuals can call the Helpline at 866-200-0796 or visit www.safesporthehelpline.org.

TEAM USA ATHLETE SERVICES

The USOPC helps support Team USA athletes from the start of their career to their retirement and beyond through direct funds, programs and services that help athletes excel in their day-to-day lives, on and off the field of play.

WEBSITE: www.usopc.org/athlete-benefits-and-resources

TEAM USA MENTAL HEALTH RESOURCES

The USOPC is committed to promoting sustained well-being for Team USA athletes. More than ever, it is critical that the USOPC empower those who are in need to seek mental health assistance, while proactively delivering mental health resources and services. The USOPC Mental Health Services has five full-time licensed mental health providers to serve the mental health needs of Team USA athletes and staff.

WEBSITE: www.usopc.org/mental-health