USA WATER SKI & WAKE SPORTS
GAMES STAFF SELECTION PROCEDURES
2019 PAN AMERICAN GAMES
WATER SKI & WAKEBOARD
March 19, 2018

These procedures provide for selection of USA Water Ski & Wake Sports’ Games Staff for the 2019 Pan American Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size. Responsibility of payment for allocated accreditations will be determined by the USOC and USA Waterski & Wake Sports.

1. Describe the specific Games Staff position(s) that USA Waterski & Wake Sports is requesting.

<table>
<thead>
<tr>
<th>USOC Role Name - (Games Function)</th>
<th>Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Team Manager</td>
<td>Serve as primary point of contact and liaison between the USOC, USA Waterski &amp; Wake Sports, and athletes before, during and after the Games. Manages the team at the Games.</td>
</tr>
<tr>
<td>Coach(es)</td>
<td>Prepare athletes/teams for success on the field of play.</td>
</tr>
<tr>
<td>Team Doctor</td>
<td>Provide appropriate medical care to the athletes.</td>
</tr>
</tbody>
</table>

2. What are USA Water Ski & Wake Sports criteria for the above Games Staff position(s) (attach a job description, if any)?

USA Water Ski & Wake Sports’ Games Staff must:

2.1 Successfully pass the National Center for Safety Initiatives’ (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.
   2.1.1 Should a nominee experience any event between the time the background check is conducted and the relevant Games that may change his/her background check status, the nominee must inform USA Waterski & Wake Sports and/or USOC.

2.2 Possess a valid passport that does not expire until at least six months after the conclusion of the Games.

2.3 Have the ability to work effectively with the USOC.

2.4 Have strong administrative, communication and organizational capabilities/skills (Team Leader and Team Coaches).

2.5 Be responsible for Team’s adherence to all rules regarding discipline at the Games (if applicable).

2.6 Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings (if applicable).
2.7 Be available for entire duration of the Games (*Team Manager must be present when first athlete arrives and when last athlete departs*).

2.8 Have USA Waterski & Wake Sports’ approval to make financial decisions regarding the Team (*Team Manager*).

2.9 Possess high level, specific technical and tactical knowledge of the sport (*Team Manager and Team Coaches*).

2.10 Have thorough knowledge and understanding of the IF rules and regulations governing the sport (*Team Manager and Team Coaches*).

2.11 Demonstrate ability to establish harmonious relationships with athletes and other Team personnel.

2.12 Be in good health and able to withstand the physical rigors of traveling with and working with the Team.

2.13 Be listed on USA Waterski & Wake Sports’ Long List and must have successfully completed all Games Registration requirements by stated deadline.

2.14 Participate in USADA training as required for position (*if applicable*).

2.15 Successfully complete the USOC’s safe sport awareness training and education program.

2.16 Must have served in a similar capacity as position they are being selected for at an international U.S. Water Ski & Wake Sports team in the past four years. Team Doctor must have served in a Team Doctor capacity for any international U.S. Water Ski and Wake Sports team in the past four (4) years, or for those applying for coach positions, may be the current coach of a qualified athlete.

In addition, Medical Personnel must:

2.16. Possess the appropriate certifications.

2.17. Pass a medical credential review in addition to the approved USOC Games Background Check, which will be a combined check managed through USOC Sports Medicine (separately arranged background checks will not be considered).


2.19. Be approved for nomination through the USOC’s Sports Medicine Division.

3. Describe the process that candidates shall follow to express interest in being considered for a Games Staff position, in each category below:

Team Manager:

This position will not be advertised or posted. The USA Water Ski International Activities Committee (USA-WSIAC) will solicit interest from those individuals who have served in a team leader capacity for any international Water Ski team in the past four (4) years.
Team Coach(es):

Water Ski
This position will not be advertised or posted. The USA Water Ski International Activities Committee (USA-WS IAC) will solicit interest from those individuals who have served in a coaching capacity for any U.S. international Water Ski team in the past four (4) years and/or who is the current coach of a qualified athlete.

Wakeboard
This position will not be advertised or posted. USA Water Ski & Wake Sports may enter two athletes for the wakeboard competition if two qualify, one male and one female. The wakeboard coach (if allocation for this position is available) will be an individual coach of one of the nominated wakeboard athletes.

Team Doctor:

This position will not be advertised or posted. The USA Water Ski International Activities Committee (USA-WS IAC) will solicit interest from those individuals who have served in a Team Doctor capacity for any international Water Ski team in the past four (4) years.

4. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Games Staff position(s) listed below:

Team Manager:

The USA-WS IAC members will recommend a candidate who best meets the criteria in Section 2.

Team Coach(es):

Water Ski

The USA-WS IAC members will recommend a candidate who best fits the needs of the team and meets the criteria in Section 2.

Wakeboard

The wakeboard coach will be the individual coach of one of the nominated athlete(s). If two athletes qualify and the two athletes select different coaches and can’t agree on the one to select, the USA Water Ski & Wake Sports IAC will select one of the two based on the criteria in Section 2 and who best meets the needs of the athletes.
Should the Wakeboard athlete(s) elect not to nominate an individual coach, the Water Ski coach will serve the role as coach for the Wakeboard athlete(s).

Team Doctor:

The USA-WS&WS IAC members will recommend a candidate who meets the criteria in Section 2 and who best fits the needs of the team.

5. Describe the removal of Games Staff:

An individual who is to be nominated to the above-listed Games Staff position(s) by USA Water Ski & Wake Sports may be removed as a nominee for any of the following reasons, as determined by USA Water Ski & Wake Sports

5.1 Voluntary withdrawal. Games Staff nominee must submit a written letter to the USA Water Ski & Wake Sports Executive Director/CEO/President.

5.2 Injury or illness as certified by a physician (or medical staff) approved by USA Water Ski & Wake Sports. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Water Ski and Wake Sports, his/her injury will be assumed to be disabling and he/she may be removed.

5.3 Inability to perform the duties required.

5.4 Violation of USA Water Ski & Wake Sports’ Code of Conduct (Attachment B).

Once the Games Staff nomination(s) is accepted by the USOC, the USOC has jurisdiction over the Games Staff, at which time, in addition to any applicable USA Water Ski & Wakeboard Sports Code of Conduct, the USOC’s Games Forms apply. The USOC’s Games Forms are available as part of Games Registration prior to the respective Games.

6 Describe the replacement of Games Staff:

In the event that the Nominated Games Staff member is unable to perform the duties of the position(s) for injury, illness, Code of Conduct violation or any other unforeseen circumstances that would result in the need to replace him/her, the replacement candidate must meet all of the applicable criteria listed in #2 above and be selected through the same process as outlined in Sections 3 and 4.

7 Which group/committee will make the final approval of the Games Staff position(s)?

The USA-WS&WS IAC serves as a selection committee and is responsible for recommending Games staff who best meet the qualifications listed above. The USA-WS&WS IAC is made up of individuals from the various sport discipline committees and has 20% athlete representation.
After the USA-WS&WS IAC has recommended an individual for a Games staff position, the USA-Water Ski & Wake Sports Board of Directors will approve.

8 Conflict of Interest:

An individual involved in the selection process who has a conflict of interest must disclose this information, and recuse him or herself and not influence others regarding the discussions, meetings or decisions involving the selection of the Games Staff position(s). If there is an issue concerning whether a conflict of interest exists, USA Waterski & Wake Sports’ Board or Ethics Committee, as appropriate, shall determine if a conflict exists.

9 Date of Nomination:

The Games Staff Nomination Form with the Staff nominee’s name, including the name of a replacement (if applicable), will be submitted to the USOC on or before:

The Team Manager and Team Doctor will be named on or before February 25, 2019.

The Team Coach(es) will be named on or before June 17, 2019.

10 Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by USA Water Ski & Wakeboard Sports in the following locations:

10.1 Web site: www.usawaterski.org

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

10.2 Other (if any):

<table>
<thead>
<tr>
<th>Position</th>
<th>Print Name</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA Water Ski &amp; Wake Sports</td>
<td>ROBERT T. CROWLEY</td>
<td>EXECUTIVE DIRECTOR</td>
<td>4/16/2018</td>
</tr>
<tr>
<td>President or CEO/Executive Director</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>USOC Athletes’ Advisory Council Representative*</td>
<td>ALex LAURETANO</td>
<td></td>
<td>4/13/18</td>
</tr>
</tbody>
</table>
* 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 Selection Procedures being submitted by the NGB/HPMO/PSO, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB/HPMO/PSO must designate an athlete from that sport to review and sign the Selection Procedures.
Attachment A

USOC Sports Medical Games Requirements

PURPOSE

The USOC has developed medical requirements to ensure the safety of athletes during Games (Olympic, Paralympic, Pan American and Para Pan American, etc.). This policy addresses equipment requests and minimum standards for all NGBs/HPMOS/PSOs (NGBs from here forward) and medical providers attending games.

POLICY

1. Requests

NGBs must identify medical support requests to the USOC Sports Medicine department. These requests must specify any supplies, equipment, and other medical support provided at the Games. Anti-doping concerns or comments should also be identified. Collected information will be reviewed by the USOC Managing Director of sports medicine who will then identify and communicate the level of support to be provided by USOC Sports Medicine. Any changes to the requested sports medicine support should be immediately forwarded to USOC Sports Medicine. In cases where medical services or materials are not identified, the USOC cannot guarantee support for additional or late requests because of time, budget and other factors.

2. NGB Health Care Providers

NGBs must nominate and allocate Games credentials to NGB identified health care provider(s) to support the NGB sports medicine needs during the games. Any potential NGB medical provider who could be nominated to provide services must be identified by the NGB no later than the due date for the respective Games Long List. Additionally, all NGB medical providers must meet the criteria as identified in the NGB’s approved Additional Officials Selection Procedures, along with the additional criteria outlined below.

The medical staffing list will include anyone who will potentially be credentialed by the NGB and/or use a day pass to provide services at an Olympic/Paralympic Village or a High Performance Training Center. Health care providers must meet minimum qualification standards which are identified below by their specialty without exception. NGBs must ensure their identified medical staff can meet these standards prior to advancing their nomination for a Games credential or day pass access. If the provider is not licensed in the United States, they may be ineligible to be credentialed. In order to meet expected standards of care and mitigate risk management issues, selected provider(s) must meet the below minimum qualifications in addition to the Selection Procedures criteria to provide medical services at games. These qualifications include:
1) Meet all criteria identified in the USOC Volunteer Program Application for specific specialty (Attachments located at www.teamusa.org/medicalvolunteer). On occasion, specific supporting documentation will be requested at the discretion of USOC Sports Medicine.

2) Successfully pass a medical credential review and criminal background check at or above USOC standards with the National Center for Safety Initiatives (NCSI)

3) Review of the venue emergency action plan with USOC Sports Medicine staff prior to the first scheduled practice or event.

4) Complete required Medical Team Education Modules addressing Anti-Doping, Safe Sport and/or other prerequisite training.

Appendix: Location of criteria:

- Athletic Trainer Qualification Criteria – located at www.teamusa.org/medicalvolunteer
- Physical Therapist Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Doctor of Chiropractic Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Physician Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Massage Therapist Qualification Criteria - located at www.teamusa.org/medicalvolunteer
Attachment B

USA WATER SKI

CODE OF CONDUCT DISCIPLINARY PROCEDURES

APPEALS AND GRIEVANCE PROCEDURES

FOR U.S. TEAM MEMBERS AND
U.S. TEAM STAFF MEMBERS

EFFECTIVE JANUARY 2017

Code of Conduct
Disciplinary Procedures
Appeals and Grievance Procedures
For USA Water Ski
US Team Members
and
US Team Staff Members

Membership on a USA Water Ski US Team is an honor, a distinction few achieve and an accomplishment universally recognized. The responsibilities are many and include obligations to do my best for my National Governing Body (NGB), the Team and myself.

To this end, I pledge to uphold the spirit of this Code of Conduct, which offers a general guide to my conduct as a member of a US Team. I recognize that this Code cannot establish a complete set of rules, which prescribes every aspect of appropriate behavior. I further recognize that I may be required to abide by the provisions of other authorities (example: Ted Stevens Olympic and Amateur Sports Act, USOC, Pan Am Games, IWWF), in which case the stricter provisions shall apply.

By signing this document, I agree to abide by this Code of Conduct and the Appeals and Grievance Procedures, which will be used to resolve any alleged violations. I further acknowledge that the Code of Conduct and the Appeals and Grievance
Procedures apply immediately upon my selection to the Team and they shall remain in force for as long as I am a member of the Team.

I have familiarized myself with the Code, and understand that acceptance of its provisions as written (in unaltered form) is a condition of my membership on the Team.

**As a Member of the Team, I pledge to:**

- Act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- Maintain a level of fitness and competitive readiness which will permit my performance to be at a maximum level of my abilities;
- Avoid criminal behavior and acts including the mischievous damaging and vandalizing of personal, private and public facilities or property on and away from the venue;
- Not commit a doping violation as defined by the World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the International Waterski and Wakeboard Federation (IWWF), the Pan American Sport Organization (PASO), or the USOC;
- Refrain from exhibiting drunkenness and from using recreational drugs;
- Refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- (This provision applies to Team Members under the age of 21) Refrain from the use or possession of alcoholic beverages, tobacco products or drugs **during the entire event, including travel to and from the event.** NOTE: Parents may not take “responsibility in absentia” for Team Members under the age of 21;
- Refrain from purchasing or providing alcoholic beverages to persons under the age of 21, while at or traveling to/from Team sponsored events, including all hours between scheduled event activities;
- Refrain from loaning my identification credentials to underage athletes;
- Respect the property of others, whether personal or public;
- Respect the members of my Team, other teams, spectators and officials, and engage in no form of verbal, physical or sexual harassment or abuse;
- Use my best efforts to assist other members of my Team, the Team Manager(s), Team Coaches and Team Staff Members in achieving the goals and objectives of the Team;
- Follow my individual Sport Discipline Team rules, including by way of example: those specified in the Team Agreement, Code of Conduct and U.S. Team Staff Handbook, rules regarding curfew or attendance at Team meetings or functions as may be specified in writing or by the Team Manager, Team Coach, Team Staff Member or their designee;
- Act in a way that will bring respect and honor to my Team, USA Water Ski, the sport and myself and remember that I am an ambassador for my sport and my country.
In consideration of the above, the following list illustrates conduct which is inconsistent with USA Water Ski values, and the responsibilities associated with being affiliated with the Team. This list does not establish a complete set of rules prescribing every aspect of inappropriate behavior, and is intended to illustrate a sampling of unacceptable behaviors, their relative level of severity, examples of possible penalties/repercussions of such behavior, and the specific individuals or organization

1 For NSSA events, the Show Director serves as the Team Manager and Coach.

with authority to impose said penalties. USA Water Ski shall provide individuals with the right to a hearing before being denied the opportunity to participate in accordance with USA Water Ski Bylaws, Article IX (Complaint Procedures).

**LEVEL 1 INFRACTIONS**

- Verbally abusive, disrespectful, offensive, racist or sexist behavior.
- Being late for curfew, or being late or absent from an official event activity (camp, seminar, meeting, competition).
- Unsportsmanlike conduct.
- Public disturbance or nuisance.
- Failure to follow the dress code as designated by the Team Manager, at an official event or activity.

Authority and Penalties/Repercussions: Following a majority vote of the USA Water Ski International Activities Committee Chair, Sports Discipline International Activities Committee Chair, Team Manager, Team Coach, Athletes’ Advisory Committee Chair, or their respective designees, the following penalties may be imposed for a Level 1 infraction.

- Earlier curfew.
- Verbal or written reprimand.
- Performance of specified task(s), such as formal written and/or oral apology, restitution, or performance of community service.
- Denial of the privilege to participate in any or all remaining team activity(s) at the event.
- Confinement to room or other controlled area(s).

**LEVEL 2 INFRACTIONS**

- Second offense of Level 1 Infraction
- Drunkenness [if 21 or over].
• Fighting.
• Sexual harassment.
• Pranks, jokes, or other activities, which endanger the safety of others.

Authority and Penalties/Repercussions: Following a majority vote of the USA Water Ski International Activities Committee Chair, Sports Discipline International Activities Committee Chair, Team Manager, Team Coach, Athletes’ Advisory Committee Chair, or their respective designees, the following penalties may be imposed for a Level 2 infraction.

• Any of the penalties described under Level 1 infractions.
• Being sent back to travel point of origin or homebase.

Authority and Penalties/Repercussions: Following a two-thirds (2/3) vote of the Sports Discipline and/or USA Water Ski International Activities Committee, the following may be imposed as additional penalties for any Level 2 infraction:

• Revoking of uniform or other Team supplied items.
• Probation for one (1) year.
• Suspension from all USA Water Ski Teams activities (trials, training camps, etc.) for one (1) year.
• Withholding of USOC or NGB funding for one (1) year.

ZERO TOLERANCE INFRACTIONS

• Second offense of Level 2 Infraction.
• Using recreational drugs.
• Using performance enhancing substances.
• Vandalizing public or private property.
• Theft of property.
• Breaking the law.
• Purchasing, possessing or drinking alcoholic beverages, if under 21 years old.
• Drunkenness at an official competition, event or activity.
• Possession of/or taking/using illegal, banned drugs or controlled substances (includes performance enhancing substances).
• Purchasing or providing alcoholic beverages to persons under the age of 21 years.

Authority and Penalties/Repercussions: Following a majority vote of the USA Water Ski International Activities Committee Chair, Sports Discipline International Activities Committee Chair, Team Manager, Team Coach, Athletes’ Advisory Committee Chair, or their respective designees, the following penalties may be imposed for a Zero Tolerance infraction.

• Prevented from competing or participating in an official competition, event or activity.
• Being sent back to travel point of origin or home base. At the discretion of the
person in authority, the athlete may be allowed to travel with the Team and/or remain at the official venue, if that is the most practical alternative.

- If infraction occurs before departure, privileges to travel with the Team and participate in an official competition, event or activity may be revoked.

Authority and Penalties/Repercussions: Following a two-thirds (2/3) vote of the Sports Discipline and/or USA Water Ski International Activities Committee, the following may be imposed as additional penalties for any Zero Tolerance infraction:

- Any of items described under Level 2 Infractions.
- Revoking of uniform or other Team supplied items.
- Expulsion from the Team.
- Probation for two (2) years.
- Suspension from all USA Water Ski Teams activities (trials, training camps, etc.) for two (2) years.
- Withholding of USOC or NGB funding for two years.
- Any other penalty that may be deemed appropriate for the particular violation.

Section I: Disciplinary Procedures For Code of Conduct

1) Introduction - These procedures will be followed when a member of the Team is accused of a violation of the Code of Conduct. These procedures are a component of the Code of Conduct and are established to ensure a fair, equitable, independent hearing, appeal and grievance procedures.

2) Filing a Complaint – Any member of the Team, Team Staff, support staff or official delegation (the “Complainant”) may file a Complaint with the Sports Discipline International Activities Committee (the “IAC”) relating to any dispute arising under the Code of Conduct. A Complaint must:

   a) Be submitted in writing or by electronic transmission (facsimile or e-mail) to the Chairman of the Sports Discipline International Activities Committee;
   b) Be signed [electronic signature is acceptable];
   c) Include a concise statement of the alleged grounds of noncompliance, breach of the Code of Conduct or nature of the dispute and the actions taken by the Complainant as of the submission date.

3) Processing the Complaint Upon receipt of the Complaint, the Chairman of the Sports Discipline International Activities Committee (IAC Chair), or his/her designee, will promptly;

   a) Begin an investigation of the Complaint;
   b) Send the Complainant a notice acknowledging receipt of the Complaint and a copy of these Grievance Procedures;
   c) Send to the individual(s) whose conduct is the subject of the Complaint (“the Adverse Party”), and any other party who may be entitled to receive such notice under the applicable USA-Water Ski or Sport Division Bylaws
or Policies and Procedures;
  · a notice of the filing of the Complaint;
  · an invitation to respond in writing to the Complaint;
  · a copy of these Grievance Procedures.

d) Notify the Chair of the Athlete Advisory Council, President of the Sports Discipline and the Executive Director of USA Water Ski of the Complaint and supply each with a copy of the Complaint.

4) Investigation of the Complaint — The Complainant, the Adverse Party and other persons having information related to the subject matter of the Complaint shall be available in connection with the Sports Discipline IAC Chair’s investigation and shall cooperate in the collection of all relevant documents and the conduct of interviews. Failure of any party to cooperate may be commented upon in any hearing.

5) Resolution of the Complaint — Following the investigation, the Sports Discipline IAC Chair, or his/her designee, may attempt to resolve the dispute to the satisfaction of the parties. Any agreed upon resolution must include the written acknowledgement by the parties of that resolution. It is understood that when a Complaint is filed during an official competition or activity the Sports Discipline IAC Chair, Team Manager and/or Team Coach, or their designee shall have (upon consultation with the Chair of the Athlete Advisory Council if readily available) authority to evaluate the Complaint and recommend those penalties deemed appropriate so long as remedies/penalties are within their level of authority, and that the athlete will be given fair notice and opportunity for a hearing if the recommended penalty is disqualification.

The agreed upon resolution along with the written acknowledgment shall be sent by the Sports Discipline IAC Chair to the full Sports Discipline IAC for review before being forwarded to the Sports Discipline Board of Directors for ratification. The resulting decision shall then be forwarded to the USA-Water Ski Board of Directors for approval. If a complaint arises during the course of a competition or during travel by a team to a competition and it is necessary to expedite the proceeding in order to resolve a matter relating to the competition and compliance with regular procedures would not be likely to produce a sufficiently early decision to do justice to the affected parties, such complaint will be filed with, and heard by, the USA Water Ski Judicial Committee.

Decision and Penalties — If the matter is not otherwise resolved as set forth above, the matter shall be immediately referred to the entire Sports Discipline IAC for resolution and imposition of penalties. Decisions of the Sports Discipline IAC must be by two-thirds (2/3) vote of the committee and all votes on these matters must include at least twenty percent 20% athlete representation. The Sports Discipline IAC may impose any one or more of the penalties indicated in the Code of Conduct. If the recommended penalty is disqualification the athlete will be given fair notice and opportunity for a hearing. The decision of the Sports Discipline IAC shall be binding on all parties. The decision
of the Sports Discipline IAC shall be reviewed and approved by the Executive Committee of the Sports Discipline and the Sports Discipline Board of Directors.

- The resulting decision shall then be forwarded to the USA Water Ski IAC for resolution and then on to the USA Water Ski Board of Directors for approval.

- The decision of the USA Water Ski Board of Directors shall be binding upon all of the parties involved and shall be binding on all of the USA Water Ski Sports Disciplines U.S. Teams as defined by USA Water Ski the NGB for the sport.

- Appeals may be made of the decision through the Appeals and/or Grievance procedures outlined in the following Section II - TITLED: Appeals and Grievance Procedures.

Section II: Appeals and Grievance Procedures

A. The USA Water Ski Code of Conduct and Grievance Procedures apply when the event is an international event at which the athlete is officially representing USA Water Ski.

B. Any decision of a Sports Discipline made pursuant to the USA Water Ski Code of Conduct, may be appealed to the Sports Discipline per the Sports Disciplines Bylaws for Appeals and/or Grievance procedures. After a decision has been rendered by the Sports Discipline, and if the athlete disagrees with the decision of the Sports Discipline, the decision may be appealed to the President of USA Water Ski at any time within a period of thirty (30) days of the decision having been communicated to the athlete by the Sports Discipline, by the athlete providing written notice to the President of the Sports Discipline and the President of USA Water Ski of the decision being appealed together with his reasons for appealing the decision (see definition of Appeal and Grievance in the USA-WS Bylaws Article IX).

C. Upon receipt and validation of the Appeal and/or Grievance by the President of USA Water Ski and the Executive & Finance Committee of USA Water Ski, the Appeal and/or Grievance shall be handled according to the USA Water Ski Bylaws, Article IX Complaint Procedures.

D. Any decision of the USA Water Ski Board of Directors on USA-WS membership shall be binding upon all parties and is not subject to further appeal except as permitted by the USOC Bylaws, Section 9. The decision shall be binding on all USA Water Ski Sports Disciplines US Teams as defined by USA Water Ski the NGB for the sport.

E. General – All notices, reports and decisions under these Appeals and/or Grievance Procedures shall be in writing and delivered in person, by registered
or certified mail or other form of delivery, creating a record of receipt.

F. USOC Code of Conduct and Grievance Procedures apply and take precedent during the period of the Pan Am Games identified in that document.

**PARTICIPANT’S AFFIRMATION**

I have read, understand and accept this Code of Conduct Disciplinary Procedures and the Appeals and/or Grievance Procedures document. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being named and remaining a Team Member or Team Staff Member of a U.S. Team.

Name of US Team Sports Discipline

______________________________

Signature

______________________________ Date

Print Name

______________________________ 

Parent/Legal Guardian Affirmation (if under 18) Relationship Date