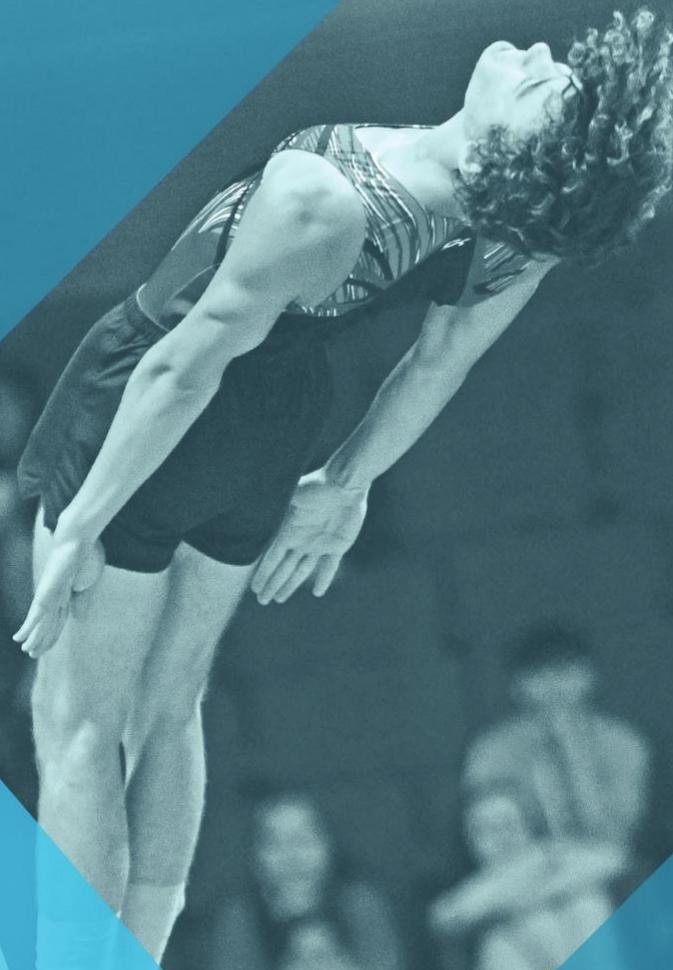


2024- 2025

# NATIONAL TEAM HANDBOOK

Trampoline  
& Tumbling



**USA**   
Gymnastics

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2024-2025

## USA Gymnastics National Team Program Manual

The USA Gymnastics National Team Program Manual (“Manual”) outlines the responsibilities of participants while engaged in National Team activities (competitions, training camps, exhibitions, among others). This manual identifies the group of individuals who have an official role at a National Team activity and includes personal coaches, athletes, high performance leaders, head coaches, team leaders/heads of delegation, medical staff, athlete representatives, judges, staff and/or chaperones. Frequently, an individual may fulfill more than one role, particularly during international competitions. Each person is responsible for knowing and adhering to the responsibilities for every position in which they have the honor to serve. This manual is intended to help prepare members of the team to represent our sport and our country honorably and respectfully at the highest level.

It is important to reaffirm our collective commitment to ensure that the safety, health, and well-being of our athletes come before all else. The principles outlined are designed to not only remind National Team members and staff of the special responsibility we carry when representing the United States, but also to respect our teammates and competitors, uphold the integrity of the sport and honor the worldwide gymnastics community. USA Gymnastics is committed to building a positive culture that supports our athletes in pursuing their gymnastics dreams in a safe environment.

### General Responsibilities

The responsibilities outlined in this manual are essential to function effectively as a team and achieve team goals. Everyone included in a USA Gymnastics delegation is compelled to conduct in a professional manner for the duration of the event or activity. Our mission is to represent our country, our sport and ourselves at the highest level possible, while holding true to our core values and priorities, which include athlete safety, well-being, integrity, and respect. National Team events should be considered both an honor and a responsibility.

Please understand that adherence to this manual is a requirement for all delegation members. Should any delegation member be dismissed because of non-compliance, they may also lose benefits associated with National Team membership.

Note: The content in this document is subject to change.

### Every participant in a National Team activity is expected to:

- Keep athlete safety and well-being as a top priority.
- Adhere to daily schedule of activities.
- Attend all training and competition sessions, meals, team meetings, and official functions; on time and in proper attire.
- Complete in a timely manner, sign and ensure accuracy on all required team documents and competition forms.
- Understand that each member’s role and all decisions are made in the best interests of Team USA, and work with the relevant staff and provide support to implement those decisions.
- Respectfully voice any concerns within team meetings so they can be addressed as a team.
- Abstain from sharing confidential information about another athlete or coaching staff, photos or comments from training camps or competitions to the public via social media, email, or other means of communications. (Confidential information includes but is not limited to: selection

information, medical information including injuries, athlete performance information, skill or routine video.)

- Immediately report concerns about health, safety, training environment, or any other factor that detracts from a positive training experience or competitive success to medical staff, athlete representative, coach, or other appropriate staff member.
- Know and understand the USA Gymnastics [Safe Sport Policy](#), [Speak Up Policy](#), [Sport Betting Policy](#) (NEW FOR 2024) and [Code of Ethical Conduct](#), and report, as necessary, violations of the same to USA Gymnastics Safe Sport, the U.S. Center for SafeSport, and/or the USOPC Office of Security and Athlete Safety (when applicable).
- Present a professional, positive image at all times, especially, in public or when dealing with the media/sponsors.
- Abide by both U.S. and local law, including age restricted activities.
- Complete the required U.S. Center for SafeSport training course and background check, as applicable.

### **Athletes**

USA Gymnastics is committed to supporting the efforts of its athletes in achieving their athletic goals while keeping their safety and overall well-being as the priority. In addition to the above, athletes, as part of the National Team, must assume the following responsibilities, all of which are intended to promote athletic success in a safe environment.

- Adhere to the expectations of all participants listed above.
- Communicate and act in a respectful manner with all delegation members, support staff and event host/host country.
- Understand that all athletes will be under the direction of the high-performance staff and/or the head coach at camps or events. Each personal coach is in attendance as a member of the support team and to assist with athlete’s individual training.
- Immediately report all new injuries, even minor ones, to medical staff for evaluation.
- Condition safely and properly, and follow-up with physical therapy, as needed and recommended by medical staff.
- Get adequate rest.
- The use of recreational or illegal drugs/substances is prohibited.
- Team members shall not drink any alcoholic beverage until the competition is over for all athletes in the delegation. At that time, team members who are of U.S. legal drinking age may drink responsibly, so long as they are not visibly impaired and comply with local drinking laws. Athletes are reminded that until the delegation has returned home, they are still representing the United States and are obligated to conduct themselves in a professional manner at all times. Failure to abide by these prohibitions may result in disciplinary action for the entire delegation. The use of alcohol by athletes under the age of 21 is strictly prohibited.
- The use of nicotine or nicotine-containing products including vaping products of any kind is strongly discouraged and strictly prohibited for anyone under the age of 21.
- Be responsible for all personal and necessary items for training and competition (i.e., extra copy of music, grips, apparatus, among other items).
- Have all necessary apparel with you, in good condition and properly fitted.
- Know and execute any National Team warm-up routines at a high level, if applicable.
- Remain a part of the team and adhere to the team schedule until all individual and team competitions are completed even if you are done competing.

### **Head Coach**

The assigned head coach leads the team on the competitive floor. His or her ability to assume the following responsibilities will impact the overall success of the team.

- Adhere to the expectations of all participants listed above.
- Keep athlete safety and well-being as a top priority.
- Contribute to the development of the daily schedule of activities and adhere to this.
- Be responsible for all coaching decisions that must be made during competition.
- Execute the adopted competition plan and provide the necessary oversight for the assigned duties of all coaching staff members.
- Know all FIG Technical Regulations, competition details, and specifications; and communicate those to the delegation as needed.
- Know the FIG Inquiry Procedure and be prepared to file an inquiry if necessary, according to the procedures.
- Serve as a coach during podium training and competition, leading the team on the competitive floor.
- Address the team formally before and after practice, and at team meetings.
- Establish and maintain open lines of communication with all athletes and coaches of the Team.
- Lead, motivate, inspire, and provide a good example for all athletes and support team.
- Keep the line of communication open with every delegation member.
- Promote a positive environment that encourages athletes.
- Report all new injuries, even minor ones, to the medical staff for evaluation and collaborate with the medical staff regarding the athlete's safe return to gymnastics.
- Remain a part of the team and adhere to the team schedule until all individual and team competitions are completed.

### **Official Coach**

All official team coaches work with the team on the competitive floor under the leadership of the Head Coach. Their ability to assume the following responsibilities will impact the overall success of the team.

- Adhere to the expectations of all participants listed above.
- Keep athlete safety and well-being as a top priority.
- Be responsible for coaching decisions that must be made during competition.
- Execute the adopted competition plan.
- Know all FIG Technical Regulations, competition details, and specifications.
- Know the FIG Inquiry Procedure and be prepared to file an inquiry if necessary, according to the procedures and after consulting the Head Coach and/or Head of Delegation.
- Serve as a coach during podium training and competition.
- Contribute to the team address before and after practice, and at team meetings.
- Lead, motivate, inspire and provide a good example for all athletes and support team.
- Keep the line of communication open with every delegation member.
- Promote a positive and empowered environment that encourages athletes.
- Report all new injuries, even minor ones, to medical staff for evaluation and collaborate with the medical staff regarding the athlete's safe return to gymnastics.
- Remain a part of the team and adhere to the team schedule until all individual and team competitions are completed.

### **Personal Coaches**

USA Gymnastics will make every effort to include an athlete's personal coach at National Team activities. Specific responsibilities for personal coaches include the following:

- Adhere to the expectations of all participants listed above.
- Keep athlete safety and well-being as a top priority.
- Execute the adopted competition plan.
- Serve as a coach during your athlete's training and competition if accredited.
- Be knowledgeable of applicable technical rules and regulations.
- Know the FIG Inquiry Procedure and be prepared to file an inquiry if necessary, according to the procedures after receiving approval from the Head Coach and/or Head of Delegation.
- Manage your athlete(s) according to established team policies.
- Lead, motivate, inspire, and provide a good example for all athletes.
- Respect, communicate with, and support all members of the delegation as needed, and promote a positive and empowered training environment that encourages athletes.
- Report all new injuries, even minor ones, to the medical staff for evaluation and collaborate with the medical staff regarding the athlete's safe return to gymnastics.
- Check to make sure your athlete(s) has the correct apparel, in good condition and properly fitted, and needed equipment.

### **Team Leader (Program Director/Team Manager/Head of Delegation (HoD))**

The individual(s) fulfilling the team leadership role(s) (Program Director/Team Manager/Head of Delegation) are responsible for the daily activities and welfare of the delegation and have the following responsibilities:

- Adhere to the expectations of all participants listed above.
- Keep athlete safety and well-being as a top priority.
- Contribute to the development of the daily schedule of activities and adhere to this.
- Be responsible for the daily activities and welfare of the delegation.
- Coordinate transportation for the delegation.
- Coordinate housing arrangements and meals.
- As much as possible, record athletes' competitive routines for the purposes of inquiries and competition review and coordinate efficient decision-making regarding filing an inquiry.
- Be responsible for the delegation's compliance with applicable policies, rules, regulations, and selection procedures.
- Serve as a liaison with the Organizing Committee for all team responsibilities.
- Coordinate processing and accreditation.
- Address conduct issues or violations of team rules or regulations. Prior to imposing any disciplinary action, the team leader must consult with the Chief Programs Officer and an athlete representative.
- Organize and lead team meetings and communicate the daily schedule.
- Lead, motivate, inspire, and provide a good example for all athletes and support team.
- Promote a positive environment that encourages athletes.
- Report all new injuries, even minor ones, to the medical staff for evaluation and collaborate with the medical staff regarding the athlete's safe return to gymnastics.

### **High Performance Staff**

The high performance staff role(s) (High Performance Director/High Performance Leadership Team/High Performance Coordinator/National Team Coordinator) require a demonstration of exceptional

responsibility and leadership. His or her ability to assume the following list of responsibilities will set the pace for our efforts and will be a key for team unity. While all of the support team will stand ready to assist, the difficult decisions and sensitive issues we might face will be the High Performance Staff's responsibility. Their duties include the following:

- Adhere to the expectations of all participants listed above.
- Keep athlete safety and well-being as a top priority.
- Know all FIG Technical Regulations, competition details, and specifications; and communicate those to the delegation as needed.
- Address the team formally before and after practice, and at team meetings.
- Lead, motivate, inspire, and provide a good example for all athletes and support team.
- Conduct team meetings and present line-ups to all coaches per international event procedures.
- Maintain and update athlete performance profiles, which include all domestic championships, international assignments, and camp evaluations.
- Explain line-up rationale and responsibilities to the team and individual athletes and coaches.
- Plan, coordinate, and implement the training plan and activities at all team camps and competitions.
- Develop and provide weekly training schedules to each personal coach in pre-event preparation periods per international event procedures.
- Establish and maintain open lines of communication with all athletes and coaches of the National Team.
- Consult with National Team athletes and coaches to develop individual training plans and monitor progress.
- Oversee the expert clinicians for the National Team.
- Represent the team with the media.
- Initiate action with the team staff to address any inappropriate behavior or noncompliance with the manual requirements by a team member.

### **Medical Staff**

Medical staff members provide support for the athletes, coaches and other staff. The responsibilities of the medical staff are below.

- Adhere to the expectations of all participants listed above.
- Keep athlete safety and well-being as a top priority.
- Monitor the health and welfare of athletes.
- Attend to all physical needs of the athletes.
- Provide assessments and treatments for illness, injury, or maintenance in a timely manner and within the scope of practice for licensure.
- Report all treatments on a daily basis to the high-performance staff, head coach, and team leader or head of delegation, as applicable to the event.
- Immediately report all suspected injury or illness to the high performance staff, head coach, team leader or head of delegation, personal coach, athlete, and athlete's parents (if athlete is a minor) as applicable to the event.
- Promote a positive training environment that encourages athletes.
- Make any recommendations concerning athlete welfare to the high performance staff/head coach and/or head of delegation and collaborate regarding the athlete's safe return to gymnastics.

- Be responsible for all medical supplies.
- Be responsible for activating the emergency action plan.

### **Judge**

Judges are expected to fulfill all panel assignments and actively support the team during delegation activities (including but not limited to training and team meetings as requested by the Team Leader).

- Adhere to the expectations of all participants listed above.
- Keep athlete safety and well-being as a top priority.
- Attend all judges' briefings and communicate relevant points to the delegation.
- Serve in their assigned role during all assigned competitions.
- Know all FIG rules, competition details, and specifications; and communicate those to the delegation as needed.
- Judge with impartiality and fairness to all athletes, and communicate any trends, changes and clarifications to the delegation and the TC Chair on return.
- Contribute to team meetings.
- Lead, motivate, inspire and provide a good example for all athletes.
- Respect, communicate with and support all members of the delegation as needed, and promote a positive and empowered environment that encourages athletes.

## USA Gymnastics Safety & Response

Safety & Response is the USA Gymnastics athlete safety and resolution ecosystem designed to promote and ensure athletes at all levels train and compete in a safe, positive, and encouraging environment. USA Gymnastics is committed to placing the safety and well-being of athletes first, where members of USA Gymnastics can thrive in sport and in life.

The USA Gymnastics [Safe Sport Policy](#), also known as the [Safety and Response Policy](#), is the foundation of this commitment. The Policy outlines a three-pronged process to ensure the protection of our athletes and members. Specifically, it sets forth mandatory reporting required for all Adult Participants, defines the categories of misconduct, and sets boundaries for interaction between Adult Participants and Minor Athletes through the Prevention Policies.

The entire USA Gymnastics community – athletes, parents, coaches, judges, administrators, meet directors, club owners, the club family, event staff and volunteers – are expected to know and follow all policies related to the safety and welfare of athletes. Because we take the safety of athletes seriously, failure to follow Safety & Response policies could result in restrictions imposed by the U.S. Center for SafeSport or USA Gymnastics.

It is the responsibility of all National Team staff, coaches, and athletes to read, understand, and follow the USA Gymnastics [Safe Sport Policy](#).

The USA Gymnastics Safety & Response process will not be used to resolve scoring, team placement, civil, financial, or personal disputes. All reports are reviewed for criteria that meet the threshold for misconduct or violation of [Prevention Policies](#).

### **Sportsmanship**

Athletes representing USA Gymnastics must comport themselves in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct. USA Gymnastics is deeply committed to the spirit of fair, honest, skillful, and civil competition that these requirements are designed to facilitate. These fundamental principles of conduct are inviolable for all participants in USA Gymnastics programs and for those members responsible for oversight of that conduct. This reaffirms the foundational values upon which the sport of gymnastics and our programs are based and serves as an unambiguous reminder to all members of the gymnastics community that conduct inconsistent with these values will not be tolerated.

### **Duty to Report**

Federal Law requires that any adult (18+) under the jurisdiction of USA Gymnastics, including its members, and any Adult Participant, who becomes aware of an incident of child abuse, including sexual abuse, or sexual misconduct involving a minor, must **immediately** report the incident to local authorities (law enforcement and/or child protective services) and the U.S. Center for SafeSport.

USA Gymnastics, its members, and any Adult Participant must report any allegations of sexual misconduct to the U.S. Center for SafeSport. Nothing in USAG's Safe Sport Policy shall be construed to require a victim or survivor of child abuse or other misconduct to self-report.

Any allegation of physical or emotional misconduct that **occurred at an Olympic & Paralympic Training Center (OPTC) or USOPC Delegation Event** must be reported to the USOPC Security & Athlete Safety Office.

**To report sexual misconduct** to the U.S. Center for SafeSport:

- Online reporting available at <https://uscenterforsafesport.org/> or by telephone at 833.587.7233.
- Reports to the Center for SafeSport may be made anonymously and at no cost.

To report all other misconduct to USA Gymnastics:

- Online reporting available at <https://usagymconcern.ethicspoint.com/> or by phone at 833.844.7233.
- Reports to USA Gymnastics may be made anonymously and at no cost.

**To report emotional or physical misconduct that occurred at an OPTC or USOPC Delegation Event** to the USOPC Security & Athlete Safety Office please visit:

- Online: <https://www.teamusa.org/AthleteSafetyReportingForm>
- Phone: 719.866.3869
- Report in-person directly to the Security & Athlete Safety Office. If a reporter chooses this option, the Security & Athlete Safety Office will talk the reporter through the various options for reporting and will help to ensure that they satisfy their reporting obligations.

Nothing precludes a reporter from reporting Emotional or Physical Misconduct or other Prohibited Conduct to the U.S. Center for SafeSport. While the U.S. Center for SafeSport has the exclusive jurisdiction for response and resolution of allegations of Sexual Misconduct, it may also assume discretionary jurisdiction over other forms of misconduct. If the Center for SafeSport does not take jurisdiction, it has a process to route the allegation to the appropriate entity for response and resolution.

If misconduct is occurring during training or at a competition, it is important to immediately contact a USA Gymnastics staff member or security personnel for immediate intervention.

### **Misconduct**

Misconduct that is covered by the USA Gymnastics Safe Sport Policy applies to all participants regardless of their role within the sport. Misconduct covered by policy includes:

- Sexual Misconduct
- Physical Misconduct
- Emotional Misconduct
- Bullying
- Hazing
- Harassment

It is the responsibility of each participant, athlete, coach, staff member and volunteer, to read the Safe Sport Policy for a better understanding of misconduct covered by the Safe Sport Policy. Examples of non-sexual misconduct can include:

- Repeated and/or severe humiliation or degradation of an athlete
- Denying basic needs such as water, food, bathroom breaks, or sleep
- Physical acts that are repeated and/or severe, such as throwing items that would cause a reasonable person to become fearful
- Mocking or making critical comments about a person's body shape, size, or physical appearance
- Discriminatory comments that target a person's race, gender, sexual orientation, disability, or religion
- Refusal of coaches to follow medical professional orders limiting an athlete's participation

- Conditioning against professionally accepted standards that induces a sense of fear or causes extreme, undue stress
- Bullying or cyberbullying between athletes, or between athletes and coaches

### **Misconduct Related to the Safe Sport Process**

Misconduct related to reporting and/or the Safe Sport process undermines safety and the confidence in the Safe Sport system for the entire gymnastics community. Every person has the right to make a report confidentially and free from intimidation or threats. Abusing the Safe Sport process is a serious offense and could lead to severe consequences. The following behaviors are prohibited conduct and may give rise to disciplinary action, up to and including termination of membership:

1. Aiding and Abetting
2. Failure to Report
3. Intentionally Filing a False Report
4. Abuse of Process
5. Retaliation

Examples of misconduct related to the Safe Sport Process can include:

- Falsifying or misrepresenting information
- Filing a report knowing the facts of the report are false
- Attempting to discourage a person's participation in the Safe Sport process
- Publicly disclosing the identity of victims and claimants
- Harassing or intimidating a person who participates in the Safe Sport process
- Removing an athlete from the team for making a report or participating as a witness in an investigation

### **USA Gymnastics Minor Athlete Abuse Prevention Policies**

USA Gymnastics has adopted and expanded upon the Center for SafeSport's Minor Athlete Abuse Prevention Policies ("MAAPP"), with the aim of helping young athletes feel safe, supported, and strengthened by limiting one-on-one interactions between Adult Participants and Minor Athletes and promoting environments in which misconduct is less likely to occur. The Prevention Policies set standards for professional boundaries, minimize the appearance of impropriety, and have the effect of preventing boundary violations and prohibiting grooming tactics.

In general, all one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be Observable and Interruptible, absent an exception. Contact is Observable and Interruptible if it is both able to be seen by another adult individual ("observable") and that other adult individual can stop the progress of the interaction easily ("interruptible").

Prevention Policies apply to Adult Participants who have regular contact with and/or authority over Minor Athletes at all practices, trainings, camps, travel, medical treatments, or events under the jurisdiction of USA Gymnastics. USAG has individual policies that relate directly to In-Program activities for the following:

- Individual Training Sessions
- Meetings
- Transportation
- Lodging

- Electronic Communication & Social Media
- Photography/Videography
- Locker Rooms/Changing Areas
- Gifts
- Manual Therapy and Therapeutic and Recovery Modalities

A violation of a USA Gymnastics Prevention Policy is a violation of the SafeSport Code and must be reported to USA Gymnastics. It is important to review the specific Prevention Policy for a full understanding of all requirements. The USA Gymnastics Prevention Policies may be found [here](#).

The only exceptions to the prevention policies are: for athletes who are the Close-in-Age Exception (within four years of age to a minor athlete determined by birth date), those with **approved** dual relationships, such as a family member coaching another family member, personal care assistants such as interpreters or guides, in emergency circumstances, and in circumstances when USA Gymnastics receives parent/guardian consent for certain one-on-one interactions.

USA Gymnastics requires a **CONSENT FORM** to address several In-Program activities that require parental/legal guardian consent of a minor athlete. The consent form can be found in the National Team checklist at the end of this document.

If you have a question regarding policy, misconduct, or reporting requirements, you can contact the USA Gymnastics helpline at 833-844-7233 or [response.resolution@usagym.org](mailto:response.resolution@usagym.org).

## 2024 National Team Funding and Support Agreement

This Agreement is entered into between USA Gymnastics (“USA Gymnastics”), a Texas not-for-profit corporation, designated by the United States Olympic and Paralympic Committee (the “USOPC”) as the national governing body for the sport of gymnastics in the United States, and \_\_\_\_\_ (referred to as “Athlete” ), an athlete member of USA Gymnastics who has been selected to the USA Gymnastics National Team (the “Team”).

### Recitals

1. To meet its obligation as the national governing body for the sport of gymnastics (including fielding teams to represent the United States in international competition), USA Gymnastics selects, trains and funds the Team. As part of that process, USA Gymnastics desires to provide to Athlete as a member of the Team, various forms of support designed to assist Athlete in their training and competitive efforts.
2. Athlete is a member in good standing of USA Gymnastics whose performance(s) in USA Gymnastics competition(s) or designated selection event(s) qualifies them for the Team, and Athlete desires to be a member of the Team. As a member of the Team, Athlete is willing to devote their best efforts to use the support provided by USA Gymnastics to develop their full potential as a gymnast.

Now, therefore, USA Gymnastics and Athlete agree as follows.

### I. Athlete’s Obligations

In consideration for the support provided by USA Gymnastics to Athlete as a member of the Team, Athlete agrees to be bound by each of the following:

1. General Responsibilities. Athlete recognizes that as a member of the Team, Athlete is serving as a representative of the thousands of gymnasts participating in gymnastics throughout the United States who are members of USA Gymnastics, and Athlete agrees to conduct themselves in a manner that upholds the name, reputation, and goodwill of USA Gymnastics. Athlete agrees to comply at all times with USA Gymnastics’ policies and requirements, including without limitation the Safe Sport Policy and Code of Ethical Conduct, to the extent that those policies and requirements are not inconsistent with or superseded by the standards established by the Ted Stevens Olympic and Amateur Sports Act or the policies of the USOPC.
2. Training. Athlete will participate in all organized training activities, including camps, to which they are assigned. Recognizing the critically important role preparation plays in achieving their fullest potential, and that of the Team, Athlete agrees to participate in all training activities required by USA Gymnastics unless Athlete is excused by the head of delegation, high performance staff, program director or medical staff.

3. Competition. Recognizing the critically important role played by USA Gymnastics' events in generating the funds necessary to support the Team, Athlete agrees to use their best efforts to participate in those national or international competitions and exhibitions to which they are invited or assigned by USA Gymnastics. Notwithstanding the foregoing, Athlete will not be obligated to participate in any competition or event if Athlete is not medically fit to do so, or if such participation would create a risk of injury based on an existing condition. Further, USA Gymnastics will consult with Athlete before determining the competitions to which Athlete will be assigned.

When Athlete accepts an invitation to compete in an event as a member of the Team, Athlete will make every effort to perform to the best of their ability. Athlete will participate for the full duration of the event unless Athlete is excused by the head of delegation, high performance staff, medical staff, or program director. Athlete further acknowledges that Athlete understands that Athlete's participation in gymnastics competitions, exhibitions, and/or events that are not sanctioned by USA Gymnastics or the International Gymnastics Federation (the "FIG") may jeopardize Athlete's eligibility to participate in competitions sanctioned by the FIG.

4. Other Team Selection. During the term of this Agreement, Athlete recognizes that Athlete may have the opportunity to qualify for teams selected by USA Gymnastics in which to compete such as the World Championships and Pan American Games. Athlete acknowledges that these teams are selected in accordance with written selection procedures, which will be available on the USA Gymnastics website and provided to Athlete as a member of the Team. Athlete further acknowledges Athlete's obligations to make themselves familiar with, and hereby agrees to be bound by, those selection procedures.
5. Banned Substances. Athlete agrees to not use any chemicals, drugs, or other banned substances, or violate policies and procedures established by the United States Anti-Doping Agency ("USADA"), the FIG, the International Olympic Committee ("IOC"), the USOPC, or the World Anti-Doping Agency ("WADA"). Athlete acknowledges that the list of banned substances, policies and procedures may change during the course of this Agreement and that Athlete has an obligation to stay informed about changes communicated to Athlete by any of the aforementioned organizations. Athlete further agrees to submit to periodic unannounced drug tests as required by WADA, USADA, the USOPC, IOC and/or the FIG. *USADA website:* [www.usantidoping.org](http://www.usantidoping.org).
6. Eligibility. Athlete will maintain their eligibility to compete in national and international gymnastics competitions under the eligibility rules established by USA Gymnastics or the FIG, respectively. Athlete understands, however, that the eligibility rules of USA Gymnastics or the FIG may not be consistent with the eligibility requirements of high school or collegiate athletic associations, and Athlete accepts full responsibility for keeping themselves informed about and, to the extent Athlete desires, in compliance with the eligibility requirements of those athletic associations.
7. General Media Release. Except as otherwise provided in this Agreement or in a separate commercial agreement between USA Gymnastics and Athlete, Athlete grants to USA Gymnastics the non-exclusive right to license, assign, sell, capture or otherwise use, in any medium or format whatsoever now existing or hereafter created, on any platform, without further consent from or

any royalty, payment, or other compensation to Athlete in perpetuity, Athlete's name, image, likeness, voice, or performance as a member of the Team for the purpose of:

- a. Promoting the sport of gymnastics, Athlete's achievements as a gymnast, or the work of USA Gymnastics;
- b. Promotional and news-based coverage of USA Gymnastics events and activities for the web, TV, new media outlets and other forms of distribution;
- c. Promoting events sponsored or sanctioned by USA Gymnastics; provided, however, that unless Athlete grants approval, this right does not extend to events in which Athlete is not scheduled to participate or has not participated in in the past or events having a title or presenting sponsor that is a competitor of a company with which Athlete has an endorsement relationship, provided that Athlete has informed USA Gymnastics in writing the name of such company;
- d. Producing educational or safety materials;
- e. Producing television broadcasts, recordings, webcasts, other new media outlets, or other factual accounts of the performance of the Team and its members;
- f. Raising funds for USA Gymnastics through the sale of merchandise (including without limitation photographs, posters, and prints) featuring images of the Team or any images or collection of images featuring three (3) or more members of the Team or National Team members from any USA Gymnastics discipline; or
- g. Allowing a company to identify itself as a national sponsor, official supplier, or similar title of USA Gymnastics in advertising or promotions approved by USA Gymnastics, so long as such advertising or promotion incorporates a minimum of three (3) athletes of any discipline in an advertisement or promotion that is clearly team-themed and does not suggest that Athlete has a relationship with the sponsor and its products or services.

In any instance where USA Gymnastics raises funds through the sale of merchandise featuring Athlete's image pursuant to subsection 7(f) above, Athlete will be compensated under mutually agreed upon terms. Whenever requesting Athlete's participation in a promotional activity, USA Gymnastics will identify the financial terms (if any) associated with Athlete's participation therein and commits to ensure that all funds made available and identified by a sponsor to pay for athlete/coach appearances will be used only for that purpose.

8. Sponsors. This Agreement does not limit Athlete's ability to enter into a commercial relationship with a third party, including third parties who are competitors of USA Gymnastics' sponsors or suppliers. Athlete recognizes, however, the important role played by the sponsors of USA Gymnastics, USA Gymnastics events and the Team in helping to fund and promote the Team and Athlete's participation on the Team. Athlete understands that Athlete is not permitted to convey to their sponsors any rights associated with USA Gymnastics, USA Gymnastics intellectual property, or any rights associated with the Team. By way of example, Athlete is not permitted to wear Team apparel or refer to Athlete's membership on the Team in advertising and promotions

conducted by sponsors who are not sponsors of USA Gymnastics. Athlete acknowledges that USA Gymnastics has provided herewith a list of USA Gymnastics' current sponsors and suppliers in Exhibit A attached to this agreement, which list is subject to change from time to time without notice. Athlete understands that Athlete may request an updated copy of Exhibit A at any time. The most current list can always be found at [usagym.org/about/partners/](https://usagym.org/about/partners/).

9. Promotion of the Team. Consistent with Athlete's training and competition schedule, Athlete will make a good-faith effort to participate in activities designed to teach gymnastics skills or promote the sport of gymnastics, the work of USA Gymnastics, the Team, and USA Gymnastics events. Such activities may include, but are not limited to, Team meetings, national and regional congresses, clinics, seminars, promotional appearances on behalf of USA Gymnastics events and programs, and sessions with members of the media.
  
10. Ambassador of the Sport. As a member of the Team, Athlete is a representative of USA Gymnastics and agrees to conduct themselves in a manner that upholds the good name, reputation, and goodwill of USA Gymnastics as the National Governing Body for the sport of gymnastics in the United States. As such, Athlete understands and agrees that Athlete's conduct must not reflect poorly upon or bring discredit to USA Gymnastics, its other athletes, its coaches or its events, sponsors, programs and partners. Athlete acknowledges and accepts that Athlete's compliance with social norms and commercial responsibilities hereunder are a material obligation of this agreement, and any departure therefrom may result in the termination of this agreement and could result in the unintended consequences of negatively impacting other members of the Team.
  - a. Athlete acknowledges and agrees that Athlete's conduct extends beyond actions on the field of play and includes but not limited to actions, words, posting, and images transmitted or disseminated in the public domain, including without limitation on social media platforms.
  
  - b. Athlete acknowledges and agrees that any public communications by Athlete via the Internet or via social media must be appropriate and measured as a member of the Team. Athlete agrees that Athlete will post information regarding Athlete's own personal experience(s), but not any personal, confidential, or medical information about Athlete's teammates or coaches. Athlete will not post information from events, training camps, and sessions except in accordance with applicable guidelines. In order to respect the privacy of others involved, Athlete will not post any information, announcements, or commentary regarding Team selection until after the official announcement is made by USA Gymnastics and/or other appropriate organizations.
  
  - c. Nothing in this Agreement prevents Athlete from speaking openly and honestly about Athlete's own experiences as a gymnast, and USA Gymnastics encourages Athlete to do so.
  
11. Appearance. Athlete acknowledges and accepts that Athlete's compliance with all guidelines for appearance is mandatory whenever appearing, attending camps, competing or traveling as a member of the Team. Athlete understands that those guidelines obligate Athlete to wear certain types of competition, training and leisure apparel and use or carry accessories and equipment provided by USA Gymnastics when appearing as a member of the Team, including opening, award

and closing ceremonies of a competition, and at National Team camps. Athlete specifically acknowledges and accepts that Athlete’s respect of and conformity with these guidelines is not optional; compliance with these guidelines is a material term of this agreement. Athlete hereby represents that Athlete understands and accepts that any departure from the guidelines could result in the termination of this agreement. Those guidelines do not, however, limit Athlete’s ability to use the competition shoes/socks, grips and wrist supports or other medical braces of Athlete’s choice.

12. Travel. Athlete represents that Athlete has, and will maintain, in their possession a valid and current passport. Athlete agrees that Athlete will notify USA Gymnastics of the passport number and place and date of issue. Athlete also agrees to maintain an adequate number of current passport-style and passport-sized photos for use by USA Gymnastics in the application process for visas and other required travel documentation. Athlete agrees to meet all travel schedules set for Athlete when traveling as a member of the Team and understands and accepts that Athlete may only change travel arrangements with the approval of USA Gymnastics. Athlete agrees to be personally responsible for any additional costs resulting from changes to the travel arrangements made for Athlete without the prior approval of USA Gymnastics.
  
13. Communication. Athlete and/or Athlete’s representatives will maintain an open line of communication with USA Gymnastics and agrees to provide to USA Gymnastics and keep current specific contact details for all relevant persons. If the USOPC, the United States Olympic and Paralympic Properties (USOPP), The LA 2028 Olympic Organizing Committee (LA28) or any related organization contacts Athlete regarding commercial, promotional or content opportunities, Athlete and/or Athlete’s representative hereby agrees to consult with and vet those opportunities with USA Gymnastics’ Chief Operating Officer before entering into a commitment to avoid unintentional breach of Athlete’s commitments under this agreement or misuse of USA Gymnastics intellectual property.
  
14. Retirement or Inability to Compete. Athlete will notify USA Gymnastics promptly if Athlete decides to retire from the Team, or if Athlete suffers any injury or illness which may prevent Athlete from fulfilling their responsibilities as a member of the Team. In the event of such injury or illness, Athlete agrees to submit to all reasonable requests for examination or evaluation by medical personnel approved by USA Gymnastics or an examining physician of Athlete’s choice and at Athlete’s cost provided that physician is verified by USA Gymnastics Medical Staff.
  
15. Waiver and Release. ATHLETE IS FULLY AWARE OF AND APPRECIATES THE RISKS, INCLUDING THE RISK OF CATASTROPHIC INJURY, PARALYSIS, AND EVEN DEATH AS WELL AS OTHER DAMAGES AND LOSSES, ASSOCIATED WITH PARTICIPATING IN GYMNASTICS. ATHLETE FURTHER ACKNOWLEDGES THAT ANY INJURIES ATHLETE SUSTAINS MAY BE COMPOUNDED BY NEGLIGENT EMERGENCY RESPONSE OR RESCUE OPERATIONS OF USA GYMNASTICS OR ITS AGENTS. ATHLETE FURTHER AGREES THAT USA GYMNASTICS, AND ITS SPONSORS, SUPPLIERS, EMPLOYEES, AGENTS, OFFICERS, AND DIRECTORS (THE “RELEASED PARTIES”) SHALL NOT BE LIABLE FOR ANY LOSS OR DAMAGES OCCURRING AS A RESULT OF ATHLETE’S PARTICIPATION IN GYMNASTICS, UNLESS THAT LOSS OR DAMAGE RESULTS DIRECTLY FROM THE WILLFUL OR WANTON CONDUCT OF THE RELEASED PARTIES. THIS WAIVER AND RELEASE IS IN ADDITION TO ANY WAIVER, RELEASE, OR

OTHER AGREEMENT THAT ATHLETE AGREES TO, OR HAS AGREED TO, AS PART OF ATHLETE'S USA GYMNASTICS MEMBERSHIP.

## II. USA Gymnastics' Obligations

In consideration for Athlete's agreement to be bound by the terms and conditions of Article I of this Agreement, Athlete understands that USA Gymnastics agrees to do each of the following for Athlete:

1. Membership. USA Gymnastics will provide Athlete with a USA Gymnastics Team membership, including all insurance coverage and benefits associated with that membership as set forth in Exhibit B, attached hereto and incorporated herein by this reference.
2. Training. USA Gymnastics' staff and/or clinicians will be reasonably available to work with Athlete and Athlete's coach to establish a training program designed to assist Athlete in their development as a gymnast. This will consist of the types and amounts of assistance as agreed upon by USA Gymnastics and Athlete's coach. In addition, USA Gymnastics will pay normal travel, lodging and meal expenses associated with Athlete's participation in USA Gymnastics training camps (if any) which Athlete is required to attend subject to the policy of relevant discipline.
3. Apparel, Accessories and Equipment. USA Gymnastics will provide Athlete with Team apparel, accessories and equipment if and when Athlete is invited or assigned by USA Gymnastics to participate in camps, national competitions or activities, or international competitions and exhibitions.
4. Funding. Athlete will be eligible to participate in (and, where appropriate, have Athlete's coach and club participate in) funding programs, as applicable to the relevant discipline.
5. Competition. USA Gymnastics will arrange for Athlete's participation in national competitions, international competitions, and exhibitions subject to the policy of the relevant discipline, the availability of funding, and in the discretion of USA Gymnastics.
6. Travel. USA Gymnastics will be responsible for all fully funded travel, meal and housing expenses directly associated with Athlete's participation in training camps, competitions, exhibitions, media events and promotional appearances, if any, where such participation is at the request of USA Gymnastics and as a member of the Team subject to the policy of the relevant discipline. Athlete has the right to decline to participate in self-funded or partially-funded activities.
7. Health Counseling and Referral. As part of its commitment to maintaining the health and well-being of the members of the Team, USA Gymnastics will have medical professionals reasonably available to assist the Team.
8. Representation. USA Gymnastics has established and provides funding to the USA Gymnastics Athletes' Council (the "Council"). The Council is charged under USA Gymnastics' Bylaws with soliciting athlete input on pending policies and decisions and communicating to USA Gymnastics the views of the athletes on those issues. As a member of the Team, Athlete is eligible to both serve on and elect representatives to the Council, provided that Athlete meets the eligibility requirements for service or voting.

9. Communication. USA Gymnastics will maintain an open line of communication with Athlete. In addition, USA Gymnastics will provide Athlete with copies of relevant selection procedures, information concerning Athlete’s opportunities to participate in competitions or training and will forward all communications from the Council.
10. Public Relations. USA Gymnastics will help to publicize Athlete’s participation as a member of the Team by creating a special biography and individual file photograph of Athlete for distribution to the media, via the website and social media outlets, and press information to various media outlets and types concerning Athlete’s performance as a member of the Team.

### **III. Other Terms of the Agreement**

1. Term. This Agreement is effective from the date of the Athlete’s/Parent’s/Guardian’s signature to the conclusion of the next re-ranking competition.
2. USOPC Compliance. This Agreement is intended to be consistent with the obligations and restrictions as outlined in the U.S. Olympic and Paralympic Committee’s Policy regarding National Governing Body Commercial Agreements (the “USOPC Policy”), which is available at: <http://www.teamusa.org/Footer/Legal/Other-Documents.aspx> To the extent that this Agreement is inconsistent with the USOPC Policy, the USOPC Policy shall control.
3. Suspension or Dismissal from the Team. Athlete understands that any conduct by Athlete that violates the USA Gymnastics’ Safe Sport Policy, the Code of Ethical Conduct, this Agreement, or any other applicable policies or requirements may result in a sanction determined by USA Gymnastics in its reasonable discretion (including, for example, withholding all or part of any support or assistance), up to and including suspension or dismissal from the Team and the termination of all benefits associated with my membership on the Team. To the extent required by the Ted Stevens Act and the USOPC’s bylaws, USA Gymnastics will give Athlete fair notice and an opportunity for a hearing before declaring Athlete ineligible to participate in amateur athletic competition.
4. Relationship of Parties. USA Gymnastics and Athlete are independent contractors with respect to each other, and nothing in this Agreement shall create any agency, partnership, joint venture, or other form of joint enterprise, employment, legal representative or fiduciary relationship between the parties.
5. Amendment and Modification. This Agreement may not be amended or modified in any respect except in writing, signed by a duly authorized officer or agent of each party.
6. Severability. If any term or provision of this Agreement is invalid, illegal, or unenforceable in any jurisdiction, such invalidity, illegality, or unenforceability shall not affect any other term or provision of this Agreement or invalidate or render unenforceable such term or provision in any other jurisdiction. Upon a determination that any term or provision is invalid, illegal, or unenforceable, the parties hereto shall negotiate in good faith to modify this Agreement to affect the original intent of the parties as closely as possible in order that the transactions contemplated hereby be consummated as originally contemplated to the greatest extent possible.

7. Governing Law and Exclusive Venue. This Agreement will be governed by and construed under the laws of the State of Indiana, without regard to its choice of law rules. The parties' consent to jurisdiction of the state and federal courts in state where USA Gymnastics' headquarters is located. Any claim arising out of this Agreement must be brought in a state or federal court with proper subject matter jurisdiction in the state where USA Gymnastics' headquarters is located. The parties waive all defenses or arguments that such courts are an inconvenient forum.

**Exhibit A - USA Gymnastics Protected Categories**  
**Updated May 2024 - SUBJECT TO CHANGE\***

<b>Partner</b>	<b>Category</b>	<b>Competitive Examples</b>
Nike	Official Apparel and Footwear Partner	Under Armor, Adidas, lululemon...
Comcast	Official mobile, internet and video	AT&T, Verizon, T Mobile...
Core Hydration/ Keurig Dr Pepper	Official Water and Flavored Water Partner	Propel, Smart Water, Dasani...
Elite Sportswear/GK	Official National Team gymnastics competition and training apparel Apparel Supplier to Development Program	Endemic competitors such as Ozone, Sylvia P, Quatro...
Prevagen	Brain Health Supplement	
Samsonite	Official luggage	Travelpro, Plume, CALPAK...
Skippy	Official Peanut Butter	Jif, Peter Pan, store brands (Good & Gather)...
Spieth America	Official Gymnastics Equipment Supplier for USA Gymnastics Elite Artistic; USA Gymnastics Elite and Development Programs for Parkour, Acro, Rhythmic, and T&T	AAI
American Athletic Inc. (Spaulding)	Official Gymnastics Equipment Supplier for the USA Gymnastics Artistic Development and Xcel Programs	Spieth
Hyperice	Official Recovery Partner	Therabody, Orthopro...
<b>Suppliers and Licensees</b>		<b>Category</b>
A-1 Awards		Official medal and awards supplier
All Star Outfitters (ASO)		E-commerce retail store Event retail merchandise sales
Deary's Gymnastics Supply (DGS)		Gymnastics Grips Supplier
Positive Coaching Alliance		
<b>Broadcast Partners</b>		<b>Category</b>
NBC (Peacock, CNBC)		Linear Broadcast and Streaming Rights
FlipNow		OTT Streaming Rights

**\*For a current list of partners and suppliers please click [here](#).**

## Exhibit B - USA Gymnastics and USOPC Insurance Programs Summary of Benefits

### **Excess Accident Medical Expense Benefit**

Provides coverage for a covered person for injuries resulting from an accident that occurs during the policy term. Note that the coverage is “secondary”, meaning it only provides benefits after any available primary coverage is exhausted. In the event there is no primary coverage, then the secondary coverage available through USA Gymnastics, in effect, becomes the primary insurance.

**Note that the coverage is only for injuries where a time and place can be specified, i.e., an acute injury. Because athletes often encounter overuse ailments, which are not acute injuries, we recommend athletes secure insurance coverage to cover such overuse circumstances and this potential gap in coverage.**

It is very important that injuries are reported in a timely manner. In the event of an injury, an [injury report form](#) needs to be completed as soon as possible and forwarded to Health Special Risk at [claims@hsri.com](mailto:claims@hsri.com). The coach/medical staff/event director should only fill out and sign the applicable portion, and then provide a copy to the athlete for further completion. It is the sole responsibility of the athlete and/or his or her parents/guardian to file the injury report. USA Gymnastics will **NOT** file the injury report on the athlete’s behalf unless the injury occurred where USA Gymnastics’ National Team medical staff is present.

Note: Insurance policies are renewed and updated on August 1. Insurance related updates will be supplied to all National Team members at that time.

### **Covered Events**

Coverage includes:

- participation in policyholder-sanctioned events or events conducted by USA Gymnastics.
  - For named members of the Senior and Junior National Team\*\*, coverage is extended to day-to-day training in the athlete’s gym, as well as during sanctioned camps and competitions.
- with the approval and direction of USA Gymnastics, traveling directly to or from a covered event as a member of a permitted group.

### **Benefits**

Maximum Medical Expense Benefit	\$ 50,000
Accidental Death & Dismemberment	\$ 10,000
Dental for sound, natural teeth (no orthodontics)	\$ 50,000
Deductible	\$ 500
Deductible for named National Team members	\$ -0-

The insurance carrier will pay reasonable medical care expenses incurred by the insured person in excess of the deductible amount.

The first expense must be incurred within 26 weeks after the accident.

All expenses must be incurred within two (2) years.

The deductible is an integrated deductible, which means whatever the primary carrier paid toward incurred expenses is applied to the deductible.

**Medical Insurance Coverage**

Through their Elite Athlete Health Insurance program, the U.S. Olympic and Paralympic Committee (USOPC) allows designated athlete members to apply for primary medical coverage for themselves and their dependents. This coverage does not cover acute gymnastics injuries as those are covered under the Excess Accident Medical Expense Benefit. If this coverage is made available to you, you will be contacted directly regarding enrollment procedures and costs. We encourage you to accept this insurance if it is offered to you as there is no monetary cost to the athlete and the plan generally has very low copays. Eligibility for this insurance also makes you eligible for Medical Assistance Funding and other benefits offered by the USOPC. You should consult with your tax accountant and/or advisor.

**Lifetime Catastrophic Medical Insurance**

The Lifetime Catastrophic Medical Insurance will provide benefits, after the \$50,000 deductible, to an eligible member for medically necessary services that were a result of an accidental injury while participating in sanctioned activities that were directed by or under the jurisdiction of USA Gymnastics.

**Eligibility**

All eligible members of the policyholder while practicing or traveling to and from activities under the jurisdiction of USA Gymnastics.

**Benefits**

Excess Accident Medical Plan Maximum	\$ 5,000,000
Deductible	\$ 50,000 (provided by medical coverage above)

**Note**

Accident medical expense benefits are in excess of any other valid and collectible insurance.

**International Medical Insurance**

The FIG provides international medical insurance coverage for all athletes involved in FIG sanctioned events through IMSSA. IMSSA will cover or reimburse medical expenses for illness or injury that occurs when abroad. Itemized receipts must be submitted to IMSSA for reimbursement. Athletes with Elite Athlete Health Insurance through the USOPC are provided international medical insurance through Zurich. For coaches traveling internationally and for participants in non-FIG sanctioned international events, USA Gymnastics carries international medical insurance coverage for all delegation members through AXA Assistance/Chubb.

**Team USA National Medical Network**

The USOPC’s National Medical Network (NMN) provides medical care to eligible Team USA athletes, including orthopedics, sports medicine, general medicine, women’s health, and more. Eligible athletes may receive travel assistance and a broad range of medical services at a reduced or no cost. If you would like to receive medical care through the NMN please submit an online request: <https://bit.ly/NMNrequest>

**Mental Health Assistance**

**There are several resources available for National Team athletes and coaches who wish to receive sport psychology and mental health services. Athletes who are eligible for EAHl may seek services through the USOPC’s [Psychological Services](#) department or use their insurance to provide coverage for**

in and out of network mental health services from a qualified provider. Team USA athletes without EAHF coverage may be eligible for support through the USOPC's [Mental Health Assistance Fund](#). USA Gymnastics also offers reimbursement of up to \$125/visit for all national team athletes and coaches. For more information, visit the [NT Members Band group](#).

#### **Dental Care**

The office of the National Medical Network provides access to basic dental services for eligible athletes through a network of volunteer dentists in select areas. To submit a request, or check for coverage in your area, please submit an online request: <https://bit.ly/DentalRequest>

#### **Contact Lens Program**

The contact lens program provides up to a one-year supply of Johnson & Johnson or Bausch + Lomb contact lenses at no cost to eligible athletes. To submit a request, please complete the online form: <https://bit.ly/ContactLensRequest>

**This is only a summary. If you have questions about insurance coverage of an injury, or if you would like full details on the insurance coverage please contact Kim Kranz, Chief of Athlete Wellness at [kkranz@usagym.org](mailto:kkranz@usagym.org).**

## Athlete Health and Wellness

For any questions about sports medicine or athlete health and wellness services, please contact Kim Kranz, Chief of Athlete Wellness, at [kkranz@usagym.org](mailto:kkranz@usagym.org)

### USA Gymnastics Athlete Health and Wellness Council

The Athlete Health and Wellness Council is tasked by USA Gymnastics to ensure the physical and emotional needs of the gymnastics community within the United States are being met. The council is composed of the USA Gymnastics Chief of Athlete Wellness, USA Gymnastics Medical Director, USA Gymnastics Medical Coordinator, representatives from USA Gymnastics medical staff (including a member of our mental health/sport psychology team), a program representative, athlete representatives, an independent member, and a member designated by the Survivors' Committee. The council works to develop medical and mental health policy and procedures, review sports medicine staff structure, establish position statements and educational content for the community, and advise on medical partnerships.

### Healthy Roster

Healthy Roster is our electronic medical record. Athletes who are new to the National Team will be sent an invitation to join Healthy Roster. If the athlete is a minor, this invitation will be sent to a parent. There are several required health forms and medical consents that must be completed in Healthy Roster. This is also one of the primary ways that medical staff can communicate with athletes and parents and vice versa. Parents can upload outside medical records (including imaging reports, clearance notes, and physician/medical provider clinic notes from your local providers) to Healthy roster to ensure good communication and continuity of care.

### National Team Members' Band group

We encourage parents, coaches, and athletes to join the USAG National Team Members' Band group. On our group page, we post information on upcoming seminars, available resources, training grants, education grants, important reminders and other items that may be important to National Team athletes, coaches, and parents. Join the group: <https://band.us/n/a4a404manaN3W> or by scanning the QR code.



### USA Gymnastics Sports Medicine Staff

The USA Gymnastics sports medicine staff is responsible for the medical care of the USA Gymnastics National Team and developmental athletes. Several well-qualified members of the medical community serve on the medical staff. In general, the USA Gymnastics medical staff will ensure that the health and safety needs of athletes participating in activities at any sanctioned USA Gymnastics National Team and developmental event, or camp are adequately addressed. The sports medicine staff also provides medical support for National Team athletes between camps and events and are often helpful in coordinating and directing care. Each staff member will work in cooperation, and as a team, with the respective USA Gymnastics program leadership, the Chief of Athlete Wellness, the Medical Coordinator, the Medical Director, and other medical staff members.

The USAG Sports Medicine staff are also supported by Team V (Team V supports Acrobatic and Combat sports) members at the USOPC. Team V provides a Sport Psychologist, Sports Dietitian, Strength and Conditioning Coach and a Physiologist to help support your training.

At times, these Team V members may be at camps or events, and you will have the opportunity to meet with them and ask questions. They also may be available for virtual consultations. Should you want to meet with them or request services, please notify [kkranz@usagym.org](mailto:kkranz@usagym.org).

### **USA Gymnastics Sports Medicine Team Philosophy**

USA Gymnastics strives to provide the best possible healthcare for the athletes it serves. The USA Gymnastics sports medicine team consists of licensed medical professionals who are experts in their fields and understand the sport of gymnastics. Guiding principles for the USA Gymnastics sports medicine staff include:

1. Foster an environment where the athlete's care and physical and emotional welfare are the priority, and the medical staff serves as leaders promoting trust, communication, teamwork, and use of all available resources for diagnosis and treatment.
2. Enhance the physical and emotional health and extend the performance of the athletes we serve by providing a positive and safe environment.
3. Prioritize injury prevention, early recognition, immediate care, rehabilitation, and safe return to play from injury.
4. Serve the sport at the highest level; maintain a high standard of care, implement best practices, and professionalism at all times.
5. Follow all principles of SafeSport and immediately report any abuse or misconduct to the U.S. Center for SafeSport, USA Gymnastics Safe Sport, the USOPC Office of Security and Athlete Safety and/or law enforcement as required.
6. Provide leadership and educational resources for the gymnastics community in the area of athlete health, wellness, and athlete safety.
7. Recognize and meet the expectations set forth by the United States Olympic and Paralympic Committee (USOPC), the International Gymnastics Federation (FIG), the IOC's Sports Medicine policies, and the USADA/WADA regulations.
8. Maintain a shared commitment to supporting the athletes' pursuit of competitive excellence.

### **Medical Staff Designations & Requirements**

The following are the types of medical professionals that may serve on the USA Gymnastics sports medicine staff in a variety of different situations based on their skill sets and each individual program needs. Position descriptions for the roles below are available in separate documents.

#### **1. Certified Athletic Trainer (ATC)**

Certified athletic trainers are essential to providing sports medicine care to our athletes. Their standard training includes acute traumatic evaluation and care of the injured athlete, emergency and basic first-aid, rehabilitation exercise programs, use of therapeutic modalities, taping and bracing injuries, massage techniques, and nutritional concerns. This broad spectrum of knowledge allows the ATC to provide a vast range of services for the athlete and will be the main medical personnel to cover the floor at events.

#### **2. Physical Therapist (PT/DPT)**

Physical therapists are experts in assessment and rehabilitation of injuries and therapeutic modalities as well as manual care and treatment for functional and rehabilitation purposes. Those with the designation of Sports Clinical Specialist, evidence of ongoing sideline management of sporting events, and with a letter

of reference from a sports medicine physician or athletic trainer/ first responder, may serve on the sidelines for emergency medical management as well.

### 3. Medical Physicians (MD, DO)

The medical physician should be fellowship trained in sports medicine and capable of evaluating and diagnosing an injury or illness. Their medical training and licensure should allow them to prescribe medications, suture lacerations, perform minor procedures, splint fractures, reduce dislocations, diagnose psychiatric disorders, diagnose nutritional disorders, develop emergency action plans, diagnose, and manage infectious disease, and help direct injury recovery. At events, the physician traditionally directs sports medicine coverage and/or functions as a consultant for orthopedic and primary care medical needs.

### 4. Mental Health Provider

A licensed mental health provider can address athlete mental health needs which may include sports psychology services as well as addressing mental health concerns and/or crises. The mental health provider will work in concert with other program medical and administrative staff to provide a comprehensive approach to athlete care. Those with experience in sport psychology or working with the elite athlete could be designated as a National Team mental health provider or could be asked to be present at designated National Team camps and/or events.

Besides the 4 primary provider types, the sports medicine team can also include:

- Doctor of Chiropractic
- Sports Massage Therapists
- Acupuncturists
- Sports Dietician

## **Communication/Documentation**

### 1. Communication

Communication among all parties is critical to maintaining the health and wellness of our athletes. The sports medicine staff serves as a liaison between the athlete, coach, parent, program staff, and other medical professionals as appropriate. Communicating in a timely and professional manner is essential to fulfilling a role within the USA Gymnastics medical staff.

### 2. Documentation Review

The medical staff should stay up-to-date with the medical histories of their respective national team athletes. Athletes and/or parents are required to keep updated records in Healthy Roster, the electronic medical record. This documentation will be reviewed periodically by the discipline's medical staff and prior to National Team events and camps.

## **Camps and Events**

Basic duties for medical professionals at camps and events are outlined below. This is not an exhaustive list of duties, rather, a general overview of the scope of services:

- Attend all assigned training and competition sessions.
- Attend all assigned treatment sessions.
- Provide on-call overnight care to athletes as requested and appropriate.
- Attend to all physical and emotional needs of the athletes, per medical staff guidelines and event and camp medical manual policies.

- Provide assessment and treatment in a timely manner.
- Complete all relevant USA Gymnastics medical documentation.
- Take part in coordination of care as part of a multidisciplinary approach.
- Work collaboratively with Local Organizing Committee medical staff, when applicable.
- Monitor the availability of appropriate medical supplies.
- Prior to the start of events and camps, review all corresponding manuals, policies, and emergency action plans for the event or camp.
- Adhere to all SafeSport regulations and policies.
- International Travel:
  - Review and keep current on all relevant Centers for Disease Control infectious disease & vaccine updates for region of travel.
  - Review and keep current on U.S. State Department information and alerts for region of travel.
  - Communicate with Local Organizing Committee medical staff, when possible, to review medical setup, supplies, services, and emergency action plans applicable to the venue and country.
  - Review all FIG work plans or directives published for the event.
  - Review FIG insurance information available for the event.
  - Ensure appropriate and up-to-date athlete documentation regarding Therapeutic Use Exemptions and serve as athlete advocate during anti-doping procedures.
  - Work with USA Gymnastics administration to maintain a current FIG medical practitioner certification.
  - Review available mental health emergency action plans.
  - Review medical needs of the athletes and delegation prior to travel.
  - Be available for the medical needs of the whole delegation.
  - Adhere to all SafeSport regulations and policies.

### **Other Duties and Responsibilities**

Medical staff members are expected to promote an environment of health and wellness within the gymnastics community and adhere to policies and procedures put forward by the USA Gymnastics Athlete Health and Wellness Council (AHWC). The medical staff may also be recruited by the AHWC to help develop and execute medical policies & procedures and contribute to the development of educational content for the gymnastics community.

Medical staff members are required to maintain confidentiality of an athlete's protected health information. Although USAG is not a covered entity under HIPAA, medical staff members should follow all HIPAA safeguards.

### **Other Medical Resources**

#### **USA Gymnastics University**

USA Gymnastics University is a collection of resources for gymnastics education. Its mission is to provide a multi-level, standardized education that is available throughout the country with emphasis on the proper development of gymnastics participants in a positive and safe environment. The University provides educational opportunities for coaches, instructors, teachers, judges, and administrators at all levels and in all disciplines of gymnastics. The USA Gymnastics sports medicine staff may be asked to contribute to the University, including to one of the University's core requirements - the Safety/Risk

Management Certification course, which is mandated for all professional members. USA Gymnastics University: <https://usagym.org/education/>

### **USA Gymnastics Health & Wellness Resources**

The Athlete Health and Wellness web page contains a variety of resources from USA Gymnastics, the USOPC and other sources that pertain to holistic athlete wellness. These resources are relevant to parents, athletes, coaches, and medical providers. The USA Gymnastics sports medicine staff may be asked to contribute to the resources available on this page. <https://usagym.org/health-wellness/>

### **U.S. Anti-Doping Agency**

Members of the U.S. National Team are subject to policies and procedures established by the United States Anti-Doping Agency (USADA), the FIG, the International Olympic Committee (IOC), the USOPC, and the World Anti-Doping Agency (WADA). The list of banned substances or policies and procedures may change from time-to-time and athletes have an obligation to stay informed about changes communicated by any of the aforementioned organizations. Athletes within the clean athlete pool and registered testing pool may be subject to periodic unannounced drug tests, as required by WADA, USADA, the USOC, IOC or the FIG.

USADA website: [www.usantidoping.org](http://www.usantidoping.org).

World Anti-Doping Program website: [www.wada-ama.org](http://www.wada-ama.org)

Global Drug Reference Online: [www.globaldro.com](http://www.globaldro.com)

NSF for Sport Certified supplements: [www.nsf-sport.com](http://www.nsf-sport.com)

### **USOPC Athlete Services (Olympic Disciplines Only)**

As a National Team member, you may be eligible to access exclusive programs and services provided to Team USA athletes through the USOPC. The Athlete Services department at the USOPC offers programming, grants, college scholarships, tax preparation services, life coaching, job opportunities, mental health support and much, much more. For more information, please visit <https://www.usopc.org/athlete-benefits-and-resources>

### **Additional Resources**

- United States Olympic and Paralympic Committee (USOPC) Athlete Healthcare: <https://www.usopc.org/athlete-healthcare>
- USOPC Mental Health: <https://www.usopc.org/mental-health>
- True Sport: <http://truesport.org/>
- Healthy Roster (Electronic Medical Record): <https://dashboard.healthyroster.com>
- National Suicide Prevention Lifeline: [1-800-273-8255](tel:1-800-273-8255)

### **SafeSport Guidelines**

All staff members are expected to follow the USA Gymnastics SafeSport Policy, which significantly strengthened the organization's approach to athlete safety. The SafeSport Policy is mandatory and requires all members to comply with the mandates therein. All members of USA Gymnastics, including medical team members, are mandatory reporters and must immediately report child abuse of any kind to local law enforcement and to SafeSport.

Link to USA Gymnastics SafeSport Policy: <https://static.usagym.org/PDFs/safesport/policy2021.pdf>

## National Team Apparel, Accessories and Non-Gymnastics Equipment

USA Gymnastics will provide apparel to National Team athletes, named coaches, and designated support team members who represent the USA at international competitions as well as certain domestic events (like the Olympic Trials). This apparel is generally provided in advance of the event. The contents of the apparel package will depend on the level of competition (e.g., Olympics, World Games, World Championships, World Cups, or national events) and on the Team member's role (e.g., athlete, coach, or support team member).

USA Gymnastics is appreciative of the critical support provided to our athletes, coaches, and staff by two apparel partners for the 2024 season: Nike and GK Elite. These brands are the exclusive apparel partners for off mat and on mat apparel, respectively. As a member of the National Team, you are required to wear these brands (or unbranded apparel) any time you are representing USA Gymnastics or the National Team.

Athletes representing USA Gymnastics are expected to wear team-supplied clothing and utilize team-supplied accessories and equipment (like Samsonite luggage), if provided, for all National Team-related training and competitive functions, including but not limited to camps, training during National Team events, delegation travel, competition, podium training, competition day warm-up, opening and closing ceremonies, promotional appearances in which you are representing the National Team, award ceremonies, media events, and other occasions when identified as a member of the National Team or USA Gymnastics. For clarity, if National Team apparel has been provided to you, you are required to wear it at training camps. If you have not received apparel, the National Team Member must request apparel and the athlete is required to wear Nike or GK. Nike. All National Team Members must maintain possession of all distributed apparel and accessory items for the entire competition season. If items are lost or damaged, the National Team Member must request new apparel immediately and may be required to purchase a replacement item from USA Gymnastics as soon as possible and if a replacement is available.

Coaches who are assigned to represent the USA at international competitions must wear the designated USA Gymnastics apparel. Only current, named personal coaches of National Team athletes are entitled to wear USA Gymnastics National Team apparel at competitions. National Team coaches who receive apparel will receive one apparel package, regardless of the number of athletes named to the National Team.

Other considerations to be noted:

- National Team apparel (for the current season) is not to be given away, sold or traded.
- If items are lost or damaged, the National Team Member must request new apparel immediately and may be required to purchase a replacement item (if available) from USA Gymnastics as soon as possible.
- If a non-named National Team coach is approved for a National Team event, that coach must purchase a National Team apparel package. Not all apparel package items may be available.

## Communications & Media

### 1. Your Voice

As a National Team athlete, you have an opportunity to use your voice to help improve the sport and the National Team experience by providing critical feedback, responding to surveys, and speaking candidly about what is and is not working well. Our role at USA Gymnastics is to listen to your feedback and ensure that your input is an important component in the planning and decision-making process.

In different forums (e.g., on social media, at press conferences), you also have a platform to use your voice in other ways – whether that is to inspire the next generation of gymnasts, provide feedback on your experiences, share personal anecdotes, or advocate for causes in which you believe and support. Your choice to do so – including through peaceful protest at a USA Gymnastics’ event – will not impact selections, team participation, or results, to the extent it is under USA Gymnastics’ control (i.e., the Olympic Games are not under USAG’s control), and in compliance with the USA Gymnastics’ policies, including the Code of Ethical Conduct.

### 2. USA Gymnastics Media Relations and Communications

The USA Gymnastics’ Communications team promotes the sport of gymnastics and the accomplishments of our National Team members by distributing press releases, posting on social media, and working with national and gymnastics-focused media outlets.

We also regularly receive media inquiries for interviews with National Team members and their coaches. Ordinarily, we will forward those requests to you and your coach after we have verified the credentials of the reporter and learned a little more about the story. At major competitions (e.g., World Championships, Olympic Games), the USA Gymnastics Communications team, together with the leadership of each program, will also manage media requests and media access. Speaking to the press is an opportunity to tell your own story, but every situation is different. Be assured that the decision as to whether or not to grant an interview to media, as well as what topics you would like to discuss, is always entirely up to you and/or your parents.

The USA Gymnastics Communications team can also help National Team athletes and their coaches with any other media requests they receive. They can forward the requests to, or ask the media to contact, the USA Gymnastics Communications team at [Communications@usagym.org](mailto:Communications@usagym.org).

### 3. Working with the media

As a member of the National Team, you have an opportunity to be an ambassador for your community, club, country, and sport. As we ramp up to the 2024 Olympic Games, the USA Gymnastics communications team is a resource to help you feel comfortable in the public-facing aspects of being a member of the National Team. In addition to attending camps from time to time, we are available, year-round, to provide support regarding interacting with media or the public. We are here to help!

#### Some important things to remember when speaking to the press:

- Relax and let your personality shine through. Speaking in a way that is authentic to you comes across better than trying to speak in sound bites or catch phrases.
- Have an idea of any key messages you would like to get across.
- If it makes you feel more comfortable, have a coach, parent, or member of the USAG Communications team with you during the interview.

- There is no such thing as “off the record” (you are always on the record).
- Remember that you can keep your answers short. You do not have to share more than you are comfortable with.
- Reporters may ask athletes to comment about controversial or crisis topics (e.g., a judging controversy, a positive drug test, health of a teammate or other competitors, or an opinion of a coaching or selection decision). You can always decline to discuss any topic you are not comfortable discussing.
- Be careful not to discuss the health or injuries or other private information of teammates.
- Do not worry about filling the silence between the end of your answer and the beginning of the next question. Some reporters use that as a tactic to get you to say more than you planned or intended.
- You can ask the reporter to repeat a question or ask for clarification if you are not sure what they are asking.
- If you don’t know the answer to a question, you can either refer the reporter to the USAG Communications team (“I would direct that question to USAG”) or simply say “I don’t know.”
- If you are asked questions you don’t care to answer, simply divert the conversation to something you DO want to talk about: “I really can’t speak to that, but I can tell you I am really excited about my performance,” etc.
- Thank the reporter.

#### 4. The Mixed Zone

- At major events such as World Championships and Olympic Games, athletes typically go through a “Mixed Zone” for interviews with international TV, written press, and digital media. Although sometimes time-consuming and repetitive (you may get asked the same question multiple times, by different media), the Mixed Zone is where athletes can tell their stories to mainstream media around the world.
- The Mixed Zone can be a fun, celebratory place when things are going well; it can be a challenging place if things aren’t going well. USA Gymnastics’ communications staff will work with athletes and the coaching and administrative teams to help you navigate the Mixed Zone. The tips about speaking with the press in the section above apply to Mixed Zone interactions as well. In addition:
  - The Mixed Zone is a place to control your own narrative and tell your own story.
  - You don’t have to stay in one place for long. You can take just a few questions from each media stop. USA Gymnastics communications will work with you to share what your plans are with the media – Athlete X will take 2-3 questions – so you can keep it moving if that is your wish.
  - If you’d like to chat longer, we are always happy to facilitate that as well.
  - Athletes typically make multiple stops in a mixed zone – with multiple TV networks, then journalists. Whether you are getting asked the same question over and over, or if you are asked a question you feel is silly or irrelevant, try to keep your poise.
  - Let your joy shine through after a great day!
  - Even after a bad day, stopping to talk to one or two media outlets, with the help of USA Gymnastics’ communications staffers, will help you address the situation and move on to a different topic.
  - USA Gymnastics will never force an athlete to speak to the media. If ever you feel that speaking to the press is not in your best interest, USA Gymnastics will escort you through the mixed zone and make arrangements for the media to speak to other athletes or coaches.

## 5. Social Media

Many athletes use social media to engage with fans, other athletes, USAG members, and the media to promote the sport of gymnastics, connect with the gymnastics community and memorialize important moments. It can be a great resource for communicating directly with the public, but it can also be a source of stress.

Nothing in this guide is intended to interfere with athletes using their voices, sharing their stories, or amplifying their thoughts about issues that are important to them. However, please consider a few reminders when using social media:

- Posts live forever and can quickly be shared all over the world. Think first, and post intentionally.
- If you find social media or the comments on various platforms to be stressful to you, take a break from posting or scrolling. Many athletes across different sports choose to “go dark” on social media leading up to and during big competitions in order to stay focused.
- Please make it clear that your comments, opinions, and actions are personal and not that of the National Team or organization.
- If you spot a potential issue and believe an official response is needed from USA Gymnastics, please send it to the USAG Communications team at [Communications@usagym.org](mailto:Communications@usagym.org).
- USA Gymnastics welcomes the chance to amplify relevant posts or good news posted by our NT athletes! If you would specifically like to call our attention to something that is worth a reshare, please tag us or send us a direct message with the post.
- Likewise, we encourage you to repost or share USAG posts that tag you.
- Be mindful that the support of our national partners enables USA Gymnastics to provide many of the benefits and opportunities afforded to its athletes, members, and staff.

## 6. Social Media Safety Tips

- Privacy settings are important and are there for your protection. For your safety, don’t share your specific location (e.g., turn off the “enable location data” option on your Twitter app).
- Creating fake social accounts has become commonplace, including fake accounts of National Team or Olympic athletes. Be sure to let your friends, family and fans know your handle or screen name for your official social media accounts. Getting verified by a particular platform is a good way to let the public know that it is the “real you.” USAG can assist in getting athletes verified, depending upon the platform.
- Profile hacking and phishing are common. Hackers often gain access to your account by sending an email or direct message with a fake attachment or link. When in doubt, don’t click on or try to open any unknown link or attachment.
- If you receive any threatening, harassing or inappropriate messages:
  - Notify your parent, coach and a USA Gymnastics representative.
  - If possible, take a screenshot to capture the message and name of the person who sent it.
  - Report any violations of USA Gymnastics’ Safe Sport Policy or Code of Ethical Conduct to USA Gymnastics or to the U.S. Center for Safe Sport.

We do not condone or permit conduct that is threatening, abusive, indecent, offensive, or harassing, including on social media. Any conduct that would be inappropriate in face-to-face communications is also considered inappropriate on social media.

For any questions regarding media, contact the USA Gymnastics Communications team at [Communications@usagym.org](mailto:Communications@usagym.org).

### **Athlete Injury Reporting Protocol**

In the event of an injury or any other medical situation involving an athlete at a USA Gymnastics national or international event, USAG should be prepared to provide accurate, factual information that respects an athlete's privacy while also addressing the impact of an injury on a team or competition. Below is a protocol for the disclosure of injury or other health information.

1. If an athlete experiences an injury or illness during a competition, in response to media inquiries, USAG press officers will report that the athlete is being evaluated and information regarding competitive status will be provided when available.
  - a. For instance, USAG will state whether the affected athlete will be withdrawn from the competition and, if applicable, replaced on the U.S. roster by another athlete.
  - b. Channel for distribution of this information will be determined on a case-by-case basis and may include USAG verbally informing the press, distribution via media email lists, and social media and/or website posts.
2. After an athlete is fully evaluated and an initial diagnosis is determined, USAG medical personnel will report the diagnosis to the appropriate USAG program staff member.
  - a. A definitive diagnosis may not be available immediately and may require several days to determine.
  - b. Regarding media requests for information, the description of the medical diagnosis can remain broad to inform decision-making regarding competition status, while still protecting privacy.
3. After diagnosis, if an athlete specifically advises USAG that they wish for more specific information regarding their injury to be made public through USA Gymnastics' channels, USAG will work with the athlete and/or their designated representative (including parent or guardian if under age 18) to prepare a description of and statement regarding the injury, as appropriate.
  - a. Once approved by the athlete and/or their representative, the final public statement about the medical condition and/or comment from the athlete will be issued through the designated USAG press officer at the event.
  - b. Channel for distribution of this information will be determined on a case-by-case basis and may include USAG verbally informing the press, distribution via media email lists, and social media and/or website posts.

If an athlete withdraws from a national or international event or roster prior to competition for a medical reason, the athlete and/or their representative must authorize the release of any detailed information related to the withdrawal.

## Domestic and International Travel

### International Gymnastics Federation (FIG) Licenses

USA Gymnastics will assume the cost of providing and renewing an FIG license for all National Team athletes and coaches. Athletes who have paid application fees prior to becoming a member of the National Team will not have fees refunded. The license is valid for two (2) years.

The athlete/parent is responsible for providing all required information to USA Gymnastics and to ensure that the license form information is correct and completed with all required signatures. USA Gymnastics will sign and submit all license applications and renewals to the FIG.

### Passports and Visas

National Team members (athletes and coaches) are responsible to ensure their passport is current and valid for a minimum of six (6) months beyond the return travel date of any international trip. In addition, some countries require a visa for travel to/from their country, and USA Gymnastics will assist with visa procurement. Each traveler is responsible to ensure that he/she has proper documentation for entry.

Acquiring a second valid passport is strongly recommended for all Senior National Team members and coaches. This allows travel with one passport while concurrently getting visas for another trip.

<https://travel.state.gov/content/travel/en/passports/have-passport/second-passport-book.html>

### USA Gymnastics National Team Travel Policy

The **USA Gymnastics** National Team Travel Policy outlines policies and procedures related to National Team travel, both domestic and international. These guidelines are intended to simplify the travel process and manage expectations for all concerned parties. Be advised that the USA Gymnastics Safe Sport Policy applies at all times.

USA Gymnastics events and/or activities may involve overnight travel. Minor gymnasts are most vulnerable to abuse or misconduct during travel, particularly in the context of overnight stays. Such stays also provide for a greater risk of youth-on-youth misconduct. During travel, gymnasts may be away from their families and support networks, and the setting – unfamiliar locker rooms, vehicles, and/or hotel rooms – may be less structured and therefore less familiar. This policy can serve as a set of guidelines so that care is taken to minimize the risk of abuse or misconduct while traveling.

#### 1. Travel – Mandatory Policies

- Adherence to the One-on-One Policy, which is part of the USA Gymnastics Safe Sport Prevention Policies and does not permit one-on-one interactions between Adult Participants and Minor Athletes.
- A coach shall not share a hotel room or other sleeping arrangement with a gymnast, unless the coach is a parent (includes stepparent, adoptive-parent, guardian and domestic partner-parent), sibling (includes stepsibling), grandparent and/or aunt/uncle of the gymnast.
- When gymnasts share rooms, they must be of the same gender, except that Adult Athletes who are married to one another or in a legally recognized domestic partnership with one another may room together.
- Adult Athletes traveling with Minor Athletes must meet the Close-in-Age exception to be eligible to stay in the same hotel room with a Minor Athlete. Written consent must be provided by a parent/legal guardian prior to the lodging arrangement. The Minor Athlete, their parent or legal guardian, or the Adult Athlete may refuse the shared lodging assignment if based on reasonable

grounds however, this provision shall not negate nor contravene the parental or legal guardian waiver.

- Gymnasts shall be permitted as requested to make regular check-in phone calls to parents, and team personnel shall allow for any unscheduled check-in phone calls initiated by either the gymnast or parent.
- Participating Adults who travel with the team may not do so without taking the USA Gymnastics-[U110 SafeSport](#) core training course and successfully passing a background check. They should be familiar with the USA Gymnastics Safe Sport [Policy](#) to monitor compliance with all athlete safety.

## 2. Travel – Best Practices

- Member Clubs should review travel educational materials with parents and athletes before travel.
- Athlete/Team Meetings should not be conducted in a hotel room.
- If the Member Club chooses to have an Adult provide transportation while traveling with the team, that Adult must be appropriately insured and legally authorized to drive.
- Adult pay-per-view channel access must be blocked for athlete rooms.
- Minor athletes must have written parental consent if they will travel without their parents.
- The One-on-One [Policy](#) always applies including airline travel, transportation, curfew checks, or any other contact between unrelated adults and Minor Athletes.
- Curfew checks and similar monitoring must always be grouped according to gender as appropriate.
- Family members who choose to stay in the team hotel are responsible for their own accommodations, reservations, and independent transportation. Family members are encouraged to take the SafeSport Core course prior to traveling to team events.
- Specific travel itineraries should be distributed to parents/legal guardians as they become available, but not shared with any person outside of the team or families.
- Contact information for all adult team personnel shall be provided to parents/guardians prior to travel.

### Travel Arrangements

All travel arrangements for USA Gymnastics-funded events will be coordinated through the appropriate USA Gymnastics staff member(s) for your discipline. Travel arrangements for athletes and coaches will be coordinated through the athlete’s personal coach.

### Air Travel

#### a. Lowest available airfare

All air travel will be booked in coach class, at the lowest available fare, through USA Gymnastics using the following criteria.

- Domestic flights should be arranged a minimum of 30 days in advance. International flights should be arranged a minimum of 60 days prior to departure, unless otherwise approved.
- Departure and/or arrival times should be as close to the required arrival/departure times as possible.
- One or more connecting flights will be considered if a savings can be achieved.
- A preferred carrier may not be specified unless it is necessary to ensure a group is traveling on same flights/dates and it does not require a significantly higher airfare.
- If a prior airline ticket was issued, and subsequently cancelled, priority may be given to

booking your next flight with the same carrier to use the remaining credit from the original ticket.

- Once airline ticket is confirmed, no changes, including upgrades, should be made without the approval of the Program Director or Vice President.
- Deviations from these air travel guidelines must meet with the approval of the Program Director or Vice President.

**b. Frequent flyer programs**

Travelers may retain frequent flyer program benefits and should incorporate them into their personal profiles with USA Gymnastics to receive points and rewards appropriately and where available; however, participation in these programs may not result in any incremental cost to USA Gymnastics. Please be aware that USA Gymnastics receives VIK (value-in-kind) credit on some carriers and reserves the right to use VIK where available, which may affect the award of frequent flyer miles to travelers.

**c. Personal Responsibility/Cancellation**

- USA Gymnastics can recover a portion of the price of an unused airline ticket provided the ticket is cancelled a minimum of one (1) hour prior to the scheduled take-off time.
- In the event that unforeseen circumstances arise, and you need to cancel your travel arrangements, you are required to contact the USA Gymnastics staff member for your program for approval. If an individual cancels his/her travel without consent from USA Gymnastics, he/she may be responsible for reimbursing USA Gymnastics for the cost of that ticket.
- Cancellation notice must be given as soon as possible.
- In the event you need to cancel a flight at the last minute and are unable to contact USA Gymnastics or the official travel partner of USA Gymnastics, you are responsible for contacting the airline directly to make the cancellation. If an individual fails to cancel his/her flight or is a “no show” at the airport, he/she may be responsible for reimbursing USA Gymnastics for the cost of that ticket.
- Any changes or additions to your itinerary for personal reasons must be communicated to USA Gymnastics prior to issuance of the ticket. You will be responsible for the difference between the original round-trip ticket, and the fare for the amended flight. Payment for fare differences resulting from those changes must be made at the time of ticketing.

**Excursions/sightseeing while on a delegation event**

All excursions/sightseeing trips during an international delegation event must be approved by HoD, Team Leader, High Performance Staff, Program Director or VP of Program before any plans are finalized. Delegation events should be treated like a business trip, meaning competition, training, and other delegation responsibilities take priority over sightseeing.

**Spouse/Personal Travel Combined with Business**

At the discretion of each program, a spouse or other family members who are not part of the official delegation *may* be permitted to accompany you, depending on the activity, availability, etc. and with the approval of the program director. In this case, a spouse or other family member may share accommodations as long as there is no additional cost to USA Gymnastics as a result. If a spouse or family member stays with you, you will be responsible for half of the cost of the accommodations. USA Gymnastics’ official travel partner is available to assist family members with their travel plans.

**Emergencies While Traveling**

- Should an emergency arise while traveling, contact your program director or other USA Gymnastics

contact to determine necessary steps.

- Please check the United States Department of State website for updated travel warnings and advisories for travel to countries outside of the United States.  
<https://travel.state.gov/content/travel/en/international-travel/International-Travel-Country-Information-Pages.html>

### **USA Gymnastics Program Expense Reimbursement Policy**

USA Gymnastics recognizes that expenses may be incurred by participants when representing and/or working on behalf of USA Gymnastics at international competitions, National Team events/camps. USA Gymnastics will reimburse reasonable expenses per the policy below for funded participants.

#### **Meals**

Ordinary and reasonable meal expenses are reimbursable on travel days when meals are not already provided. Contractors should ensure that the expenses incurred represent legitimate, necessary, and prudent use of resources. When meals are provided, additional food, coffee and snack runs will not be reimbursed unless extenuating circumstances exist. For example, an allergy that is not accommodated or work/travel schedule prevents you from utilizing the provided meals.

Expense reports must include:

- Detailed receipt (not just the summary)
- Names of individuals included in meal
- Extenuating circumstances (if applicable)

Meal expense guidelines:

- Meals should not be lavish or extravagant. According to IRS guidelines, reasonable meal expenses vary from \$60 - \$75 per day based on location. This is typically split 25% for breakfast, 25% for lunch and 50% for dinner. This provides a general standard for reasonable meal expenses. Variations must be approved by your Program Director/VP.
- Alcoholic beverages are not reimbursable.
- Tips should not exceed 20%

#### **Checked Bags**

USA Gymnastics will cover the cost of checked bags for all trips that require 3 or more nights away or if the participant is carrying materials/supplies that require a checked bag, e.g., medical supplies. Airline receipt is required for reimbursement.

#### **Air and Lodging expenses**

USA Gymnastics will book all air travel and hotel/lodging and will not reimburse travel that is made by individuals unless an extenuating circumstance is approved by the Program Director/VP. All participants will be booked in economy class. If participant would like to upgrade, they may do so but must provide a personal credit card to pay for the upgrade.

If participant is driving to the event, USA Gymnastics will reimburse mileage (not mileage + gas) at the current IRS Standard Mileage Rate. Expense report must include a Google Map or Mapquest summary of the trip.

### **Airport Transfers/Parking and Ground Transportation**

USA Gymnastics will provide participants necessary transportation while in the event city. If transportation is not provided or there are extenuating circumstances that prevents the participant from using provided transport, USA Gymnastics will cover Uber/Lyft/taxi/etc. subject to approval by your Program Director/VP. USA Gymnastics will cover long-term/economy lot parking at the airport or Uber/Lyft/taxi/etc. to the home airport—participant should choose the most economical option. Mileage to/from the airport will be reimbursed only when the participant lives more than 50 miles from the airport.

### **Rental Cars**

USA Gymnastics has negotiated preferred corporate rates with National/Enterprise and will book rental cars if needed/cost effective. USA Gymnastics representatives should decline all insurance coverage offered by the car rental company because insurance is included in the corporate rates. Gas expenses while driving rental cars will be reimbursable with receipt.

### **Other Expenses**

USA Gymnastics recognizes that from time-to-time other expenses may be incurred that are necessary and essential for the delegation (e.g. supplies, groceries, etc.) These types of reimbursements may be approved at the discretion of the Program Director/VP up to \$250. Other expenses over \$250 must be approved by the Chief Programs Officer.

### **Expense Reports**

An expense report must be submitted within 30 days of your return from the competition/camp/event in order to receive reimbursement. Detailed receipts must be included.

Note: No per diem will be distributed.

**USA Gymnastics Athletes' Council**  
*Updated May 2024*

Athlete Representative	Discipline	Term	Email
Braiden McDougall	Acro	2024-27	<a href="mailto:Mcdougallfamily5@outlook.com">Mcdougallfamily5@outlook.com</a>
Jessica Renteria, Chair	Acro	2022-25	<a href="mailto:acchair@usagym.org">acchair@usagym.org</a>
Akash Modi	Men	2022-25	<a href="mailto:akashmodi95@gmail.com">akashmodi95@gmail.com</a>
Cameron Bock	Men	2024-27	<a href="mailto:cambock@umich.edu">cambock@umich.edu</a>
Lily Avila	Rhythmic	2024-27	<a href="mailto:lily.marcelena.a@gmail.com">lily.marcelena.a@gmail.com</a>
Evita Griskenas	Rhythmic	2022-25	<a href="mailto:loverhythmic@yahoo.com">loverhythmic@yahoo.com</a>
Drew Collins	T&T	2024-27	<a href="mailto:drew.collins093@gmail.com">drew.collins093@gmail.com</a>
Alex Renkert, Vice Chair	T&T	2022-25	<a href="mailto:alexanderrenkert@gmail.com">alexanderrenkert@gmail.com</a>
Emily Schild	Women	2022-25	<a href="mailto:emily.schild@uga.edu">emily.schild@uga.edu</a>
Jessie DeZiel	Women	2024-27	<a href="mailto:jessiedeziel@yahoo.com">jessiedeziel@yahoo.com</a>

Team USA Athletes' Commission - Gymnastics Reps	Term	Email
Serena Lu	2021-24	<a href="mailto:Lu.serenaji@gmail.com">Lu.serenaji@gmail.com</a>
Logan Dooley – Alternate	2021-24	<a href="mailto:loganldooley@gmail.com">loganldooley@gmail.com</a>

**Responsibilities of Athlete Representatives on the Athletes' Council:**

- Be a voice for all USA Gymnastics athletes
- Communicate athlete concerns and issues to USA Gymnastics leadership, as well as communicate information from USA Gymnastics directly to elite athletes
- If assigned, serve on program committees, selection committees and standing committees of USA Gymnastics Board of Directors (Note: At least one Athlete Rep per discipline does not sit on selection committees and primarily serves as a support role for athletes)
- Provide support for National Team and elite athletes
- Review and approve selection procedures for World Championships, Pan American Games, and the Olympic Games
- Assign Athlete Reps to serve on committees

**Responsibilities of the Team USA Athletes' Commission Representatives:**

- Serve on USA Gymnastics' Athletes' Council
- Serve on Team USA Athletes' Commission (more info available here: <https://www.usopc.org/teamusa-athletes-commission>)
- Serve on USA Gymnastics' Board of Directors
- Communicate athlete concerns and issues to the Team USA Athletes' Commission, as well as communicate information from the Commission directly to elite athletes

Additionally, the following athletes serve as Athlete Directors on the USA Gymnastics Board of Directors:

Athlete	Role	Term
Sarah Finnegan	Women	2021-2024
Brandon Wynn	Men	2024-2027
Rebecca Sereda	Combined (Acro, RG, TT)	2022-2025
Jessica Renteria	Combined (Acro, RG, TT)	2023-2026
Logan Dooley	Team USA Athletes' Commission	2021-2024
Serena Lu	Team USA Athletes' Commission	2021-2024

## Team USA Athlete Ombuds Office

### Duties of the Ombudsman

- Provide independent, confidential advice and assistance at no cost to athletes.
- Assist in the resolution of athlete concerns and disputes through fact-finding, facilitated communication, and mediation.
- Advocate for fair, transparent, timely, and equitably administered policies and processes within the U.S. Olympic and Paralympic Committee (USOPC) and its member organizations.

### Principles of the Athlete Ombuds

- The Athlete Ombuds maintains as confidential any information communicated or provided in confidence in any matter involving the exercise of their official duties.
- The Athlete Ombuds will not testify or produce evidence in any judicial or administrative proceeding with respect to any matter involving the exercise of their official duties.
- The Athlete Ombuds treats all work product, memoranda, notes, or case files as confidential. Such information is not subject to discovery, subpoena, or other means of legal compulsion, and is not admissible as evidence in a judicial or administrative proceeding.
- The Athlete Ombuds maintains and prepares data and/or reports in a manner that protects confidentiality and privacy.
- These confidentiality and privacy provisions shall not apply to:
  - Information necessary to communicate, mediate, or resolve a concern or dispute, with the permission of the athletes involved;
  - Applicable reporting requirements under federal law and/or the policies of the U.S. Center for SafeSport;
  - A felony personally witnessed;
  - A situation in which an individual is at imminent risk of serious harm;
  - A congressional subpoena;
  - The general operation and processes of the Athlete Ombuds; and/or
  - Responding to an official investigation or allegation concerning the conduct of the Athlete Ombuds in exercising its official duties.
- The Athlete Ombuds maintains these confidentiality and privacy provisions on their website and distributes to employees of each National Governing Body (NGB) and the USOPC.
- Each NGB shall publish these confidentiality and privacy provisions on its website and communicate to athletes their availability.

### Independence

- The Athlete Ombuds will be free from outside control, influence and conflicts of interest.
- The Athlete Ombuds neither acts as an agent for, nor accepts notice on behalf of, the USOPC and shall not serve in a position or role that is designated as a place to receive notice on behalf of the USOPC.
- Statements made by the Athlete Ombuds shall not be deemed to reflect the views or positions of the USOPC.
- The Athlete Ombuds will exercise their discretion over whether or how to act regarding an individual's concern, trends, or systemic issues and should not be subject to retaliation based on the use of discretion.

- The Athlete Ombuds may make recommendations to the USOPC or the appropriate NGB at any time where circumstances or trends suggest that athletes' rights in the administration of fair, transparent, timely, and equitable policies and processes may be threatened.

### **Impartiality**

- The Athlete Ombuds has a responsibility to consider the legitimate concerns and interests of all individuals affected by a matter under consideration, including athletes on multiple sides of an issue.
- When formal proceedings are invoked, and an athlete needs individual representation, the Athlete Ombuds may assist in identifying legal counsel.

### **Retaliation Protection**

Athletes are afforded certain protection against retaliation including that no employee, contractor, agent, volunteer, or member of the USOPC shall take or threaten action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of the Athlete Ombuds. Athletes should report instances of retaliation to the USOPC Ethics and Compliance.

### **Contact Information**

Email: [Ombudsman@usathlete.org](mailto:Ombudsman@usathlete.org)

Phone: 719-866-5000

## 2024 Athlete Funding Tiers

### Tier 1

\$3,000/month

- Olympic Medalist at the last Olympic Games in an Olympic discipline
- World Championship Medalist at **both** of the last two Senior World Championships in an Olympic discipline

### Tier 2

\$2,500/month

- Olympic Finalist at the last Olympic Games
- World Championship Medalist in one of the last two Senior World Championships in an Olympic discipline

### Tier 3

\$2,000/month

- Olympic Team Member at the last Olympic Games in an Olympic discipline
- World Championship Finalist in one of the last two Senior World Championships in an Olympic discipline
- World Cup Medalist within the prior two years from the month of payment in an Olympic discipline

### Tier 4

\$1,500/month

- Top 10 Seniors in the AA Final at the last US Gymnastics Championships in MAG and WAG
- Senior National Champion at the last US Gymnastics Championships on an individual apparatus in MAG and WAG

### Tier 5

\$1,000/month

- World Championship or World Games Individual Medalist within the last two years in a non-Olympic discipline
- Senior National Team Member in an Olympic discipline
- Top 4 Juniors in the all-around at the last US Gymnastics Championships in MAG (16-17 age group) and WAG
- Youth Olympic or Junior World Championship Medalist within the prior two years in an Olympic discipline

### Tier 6

\$500/month

- Senior World Championship and/or World Games Team Member within the last two years in non-Olympic disciplines
- Junior National Team Member in MAG and WAG

### Additional "Cost of Living" Funding for Olympic Disciplines

- \$350/month – Athletes at or over the age of 22 in an Olympic discipline

Elite Athlete Health Insurance (EAHI) – subject to change January 2025

- The USOPC will provide EAHI to athletes in Tiers 1-4

Notes:

- In order to receive funding, athletes must be a National Team Member actively training and participating in all National Team activities (camps, competitions, international assignments, etc.). If an athlete cannot participate in National Team activities due to injury, illness, or extenuating circumstance, the athlete must submit a petition to the Chief Programs Officer, the Program Director/VP, and the two Athlete Representatives for his/her discipline on the Athletes Council, with appropriate documentation such as a doctor’s note, for approval. If an athlete cannot participate in a self-funded National Team camp or international assignment due to financial reasons, this will not preclude him/her from funding.
- Each athlete is funded at the highest tier he/she qualifies for and does not qualify for multiple tiers.
- An athlete on the National Team in two disciplines/categories, e.g. Trampoline and Double Mini, will be funded at his/her highest tier and will not receive double funding.
- Funding does not apply to Age Group Categories, specifically, MAG Level 8 and Level 9 National Team, WAG DP National Team, Acro 11-16, and T&T Age Groups Categories.
- Unless otherwise specified, “World Championship” refers to a Senior FIG World Championship.
- An athlete who receives a World or Olympic medal as a member of the Team is considered a medalist for Women’s and Men’s Artistic.
- For T&T, Rhythmic and Acro, a Team medal in a World Championships does not qualify the athlete as a “medalist.” This is because the Team competition is not part of the Olympic program.
- Athletes (including alternates) must be a named delegation member and travel to a World Championships in order to receive funding as a “team member”. An athlete named to the team that does not travel for whatever reason is not considered a “team member”.
- Traveling alternates are considered “team members” but not medalists/finalists unless officially recognized by FIG or IOC.
- Acro funding only applies to the athlete(s) who achieved the funding, i.e., athletes who achieve funding will maintain their funding even if they have a new partner(s), provided they still meet the criteria.
- Rhythmic Group – Funding only applies to the athletes who achieved the funding, i.e., if a new group member joins the team, she will not receive funding until she achieves the criteria in competition.
- Funding does not apply to Synchronized Trampoline.
- The additional “cost of living” funding is meant to support athletes who are at a stage in their lives where they have to financially support themselves.
- Each discipline has a maximum number of funded athletes on National Team. In some circumstances athletes may be added to the National Team in an unranked and unfunded position (see discipline Rules & Policies).
  - WAG: 35 (Total Junior and Senior)
  - MAG: 35 (Total Junior and Senior)
  - RGI: 12 Individual Seniors
  - RGG: 7 Senior Group Athletes
  - TRA: 10 Seniors per gender
  - DMT: 8 Seniors per gender
  - TUM: 8 Seniors per gender

- Acro: 10 Senior pair/groups
- Tiers 1-4 are funded through the USOPC and payment will come via Direct Deposit from the USOPC.
- Tiers 5, 6 & Cost of Living are funded through USAG and payment will come via Direct Deposit from USA Gymnastics.

**Funding subject to change January 2025**



USA Gymnastics National Team Member,

On behalf of SPIETH America, congratulations on making a USA Gymnastics National Team. Just as you compete at an elite level, SPIETH prides itself on offering elite equipment that is innovative and provides USA Gymnastics National Team members with a world-class training experience.

SPIETH America is proud to offer equipment to all USA Gymnastics National Team Programs and outfit the competition arena with equipment seen in the Olympics and World Championships for over 50 years.

SPIETH America has partnered with USA Gymnastics to offer National Team Members a discount program for their host/club program where they are currently training. The details and contact information on how to place an order are listed below:

Discount Details:

To take advantage of the equipment discounts, orders must be placed directly through SPIETH America and not its distributors.

20% off SPIETH America Equipment (equipment manufactured by SPIETH America).

10% off Equipment sold by SPIETH America (equipment not manufactured by SPIETH America).

Contact Information:

Justin Wolford – [j.wolford@spiethamerica.com](mailto:j.wolford@spiethamerica.com)

Phone: 517.999.8235

Good Luck this Season,

SPIETH America

WHERE INNOVATION MEETS GYMNASTICS

[www.spiethamerica.com](http://www.spiethamerica.com)



## General Office Information

The USA Gymnastics staff is available to help you with any question or concern you may have. Remember that as a USA Gymnastics National Team member, you may call the USA Gymnastics office any time.

### USA GYMNASTICS

1099 N Meridian Street, Suite 800  
Indianapolis, IN 46204

### Member Services

Phone: 800.345.4719

### Trampoline and Tumbling Contact List

Staff Member	Position	Contact	Email
Amanda Casale	T&T Program Director	317-829-5646 – O 609-839-6973 – C	<a href="mailto:Acasale@usagym.org">Acasale@usagym.org</a>
Sydney Carlson	T&T Program Manager	317-829-5626 – O	<a href="mailto:SCarlson@usagym.org">SCarlson@usagym.org</a>
Alex Renkert	Athlete Representative – Athlete Council	317-908-8842	<a href="mailto:alexanderrenkert@gmail.com">alexanderrenkert@gmail.com</a>
Drew Collins	Athlete Representative – Athlete Council	480-286-4664	<a href="mailto:drew.collins093@gmail.com">drew.collins093@gmail.com</a>
Nicole Ahsinger	Athlete Representative		<a href="mailto:nicole.ahsinger@olympian.org">nicole.ahsinger@olympian.org</a>
Kayttie Nakamura	Athlete Representative	808-561-7107	<a href="mailto:kayttienakamura@gmail.com">kayttienakamura@gmail.com</a>
Nuno Merino	Senior Trampoline NT Coordinator	256-656-5659	<a href="mailto:nhmerino@gmail.com">nhmerino@gmail.com</a>
Steven Gluckstein	Junior Trampoline NT Coordinator	732-757-9238	<a href="mailto:stevengluckstein@gmail.com">stevengluckstein@gmail.com</a>
Sven Nielsen	Double Mini NT Coordinator	256-808-4222	<a href="mailto:Nielsesv19@gmail.com">Nielsesv19@gmail.com</a>
Becky Brown	Tumbling NT Coordinator	208-681-8191	<a href="mailto:wasatchtubmling@live.com">wasatchtubmling@live.com</a>
Kimberly Kranz	Chief of Athlete Wellness	317-829-5652	<a href="mailto:kkranz@usagym.org">kkranz@usagym.org</a>
Dr. Sharyn Lancaster	Medical Director		<a href="mailto:slancaster@usagym.org">slancaster@usagym.org</a>
Taryn Moore	Medical Coordinator	843-696-8061	<a href="mailto:Tmoore@usagym.org">Tmoore@usagym.org</a>
Dr. Stephanie Aldret	Team Physician	405-204-3022	<a href="mailto:saldret@ulm.vcom.edu">saldret@ulm.vcom.edu</a>
Stefanie Korepin	Chief Programs Officer	317-829-5631	<a href="mailto:skorepin@usagym.org">skorepin@usagym.org</a>
Mary McDaniel	Dir., Olympic & Program Relations	317-829-5661	<a href="mailto:mmcdaniel@usagym.org">mmcdaniel@usagym.org</a>
Toni Williams	Programs and Events Assistant	317-829-5651	<a href="mailto:twilliams@usagym.org">twilliams@usagym.org</a>

### Important Links

**USA Gymnastics SafeSport Policy:** <https://usagym.org/pages/education/safesport/policy.html>

**US Center for SafeSport:** <https://uscenterforsafesport.org/>

**USA Gymnastics Conflict of Interest Policy:**

[https://static.usagym.org/PDFs/About%20USA%20Gymnastics/Governance/coi\\_policy.pdf](https://static.usagym.org/PDFs/About%20USA%20Gymnastics/Governance/coi_policy.pdf)

**USA Gymnastics Code of Ethical Conduct:**

[https://static.usagym.org/PDFs/About%20USA%20Gymnastics/code\\_ethical\\_conduct.pdf](https://static.usagym.org/PDFs/About%20USA%20Gymnastics/code_ethical_conduct.pdf)

**USA Gymnastics Speak Up Policy:**

<https://usagym.org/PDFs/About%20USA%20Gymnastics/Governance/speakup.pdf>

**USA Gymnastics Opportunity to Participate Grievance Procedures:**

<https://usagym.org/PDFs/About%20USA%20Gymnastics/Governance/grievance.pdf>

**USA Gymnastics Athlete Bill of Rights:**

[https://static.usagym.org/PDFs/About%20USA%20Gymnastics/athlete\\_bor.pdf](https://static.usagym.org/PDFs/About%20USA%20Gymnastics/athlete_bor.pdf)

**Ted Stevens Act:**

<https://uscode.house.gov/view.xhtml?path=/prelim@title36/subtitle2/partB/chapter2205&edition=prelim>

**USA Gymnastics Sports Betting Policy:**

<https://www.dropbox.com/scl/fi/vjnlkk666xsva61flpytn/FINAL-PDF-USAG-Sports-Betting-Policy.pdf?rlkey=l66sgeyngq8adbccwvq1l7cy55&dl=0>

## 2024 Trampoline Olympic Prize Money

### USOPC Olympic Operation Gold and USAG Enhanced Operation Gold (Olympic Disciplines Only)

**Making the Team:**

Each of the athletes (1 competing member and traveling alternate per gender) who comprise the 2024 Olympic Team will earn \$5,000 as part of their Direct Athlete Support.

**Athletes**

Operation Gold will reward athletes based on their results at the 2024 Olympic Games as detailed below.

	USOPC Operation Gold	USA Gymnastics Enhanced Operation Gold
Place	Individual Medal	Individual Medal
1 <sup>st</sup>	\$37,500	\$25,000
2 <sup>nd</sup>	\$22,500	\$15,000
3 <sup>rd</sup>	\$15,000	\$10,000

**Coach:**

**Making the Team:**

A named coach will receive \$5,000 per competing Olympic athlete and traveling replacement athlete.

Enhanced Operation Gold will reward coaches based on their athlete’s results at the 2024 Olympic Games as detailed below.

USA Gymnastics Enhanced Operation Gold	
Place	Each Medal
1 <sup>st</sup>	\$37,500
2 <sup>nd</sup>	\$22,500
3 <sup>rd</sup>	\$15,000

### 2024 Junior Trampoline Prize Money

#### Elite Challenge & USA Gymnastics Championships

	<b>\$50.00</b>	<b>\$100.00</b>	<b>\$200.00</b>
Qualification routine 1 ToF	Men – 16.50 Women – 15.50	Men – 17.00 Women – 16.00	Men – 17.50 Women – 16.50
Qualification routine 2 ToF or Finals routine ToF	Men – 15.50 Women – 15.00	Men – 16.00 Women – 15.50	Men – 16.50 Women – 16.00
Any routine DD	Men – 14.4 Women – 12.8	Men – 14.8 Women – 13.2	Men – 15.2 Women – 13.6
Qualification total score	Men – 98.00 Women – 95.00	Men – 99.00 Women – 96.00	Men – 100.00 Women – 97.00
Any routine score	Men – 55.000 Women – 52.000	Men – 55.500 Women – 52.500	Men – 56.000 Women – 53.000

### 2024 Junior Tumbling Prize Money

#### Elite Challenge & USA Gymnastics Championships

	<b>\$50.00</b>	<b>\$100.00</b>	<b>\$200.00</b>
Qualification total DD or Finals total DD	Men – 16.2 Women – 9.2	Men – 17.8 Women – 11.5	Men – 19.8 Women – 12.0
Qualification total score or Finals total score	Men – 50.20 Women – 45.00	Men – 51.80 Women – 46.50	Men – 53.80 Women – 47.00
Any pass score	Men – 25.50 Women – 24.00	Men – 29.90 Women – 24.50	Men – 27.90 Women – 25.00

\* Junior Men's scores have been published with the U.S. transition bonuses included (no further calculations will be required).

### 2024 Junior Double Mini Prize Money

#### Elite Challenge & USA Gymnastics Championships

	<b>\$50.00</b>	<b>\$100.00</b>	<b>\$200.00</b>
Qualification total DD or Finals total DD	Men – 15.0 Women – 13.2	Men – 15.3 Women – 13.6	Men – 15.8 Women – 14.0
Qualification total score or Finals total score	Men – 52.50 Women – 50.00	Men – 53.00 Women – 50.50	Men – 53.50 Women – 51.00
Any pass score	Men – 27.00 Women – 26.00	Men – 27.50 Women – 26.50	Men – 28.00 Women – 27.00

**National Team Checklist**  
**(All forms due July 12, 2024)**

**T&T ATHLETES**

1. [CLICK HERE](#) to fill out the Athlete Contact, Travel Information and Apparel Sizing Forms.
2. **Fill out and sign each required form below and upload to Dropbox link below.**
  - [National Team Agreement Signature Page \(NTASP\)](#)
  - [National Team Program Manual Signature Page \(NTPM\)](#)
  - [W9 Form](#)
  - [Minor Athlete Consent Forms \(MAAPP\) \\*Minors ONLY\\*](#)
  - **If you have any specific questions regarding the form, please check this [FAQ](#) page.**
  - **Click the link, click edit and enter your information. Once complete click Done then save a copy and label as:**
    - LastName, FirstName FormName (e.g., Smith, John NTPM)
  - **Upload all completed forms [HERE](#)**
3. **Upload a copy of your Passport ([CLICK HERE](#))**
  - **Label Photo:** LastName, FirstName YearPassportExpires (e.g., Smith, John 2028)

It is the responsibility of each athlete to ensure that USA Gymnastics has a high-quality, color copy of their current, valid passport. It must be valid for at least six months following the conclusion of any international assignment. When a passport is renewed, it is the responsibility of each athlete to immediately provide USA Gymnastics with a high-quality scan of the new passport. It is recommended that all SR National Team members secure a second passport for travel/visa purposes.
4. **Upload a copy of your Headshot ([CLICK HERE](#))**
  - **Label Photo:** LastName, FirstName (e.g., Smith, John)
5. **Travel Information – [CLICK HERE](#)** to submit or update your travel information with our Travel Coordinator J Team.
6. **Update National Team Bio** - The instructions can be found online at [www.usagym.org/bio](http://www.usagym.org/bio).
7. **Medical Forms and Athlete Membership Renewal**  
 We use an electronic system for both medical forms and athlete membership renewals. You will receive instructions for these items by email.
8. **Travel Reimbursement Form**  
 This form is to be used for reimbursement for travel expenses reimbursed by USA Gymnastics (not for NCAA reimbursable expenses). Please fill out, attach receipts and email in pdf form to: [Scarlson@usagym.org](mailto:Scarlson@usagym.org) for reimbursement. [Travel Expense Form](#)

## T&T COACHES

1. [CLICK HERE](#) to fill out the Coach's Contact, Travel Information and Apparel Sizing Forms.
2. Fill out and sign each required form below and upload to Dropbox link below.  
[National Team Program Manual Signature Page \(NTPM\)](#)  
[W9 Form](#)
  - Click the link, click edit and enter your information. Once complete click Done then save a copy and label as:
    - LastName, FirstName, FormName (e.g., Smith, John NTPM)
  - Upload all completed forms [HERE](#)

3. Upload a copy of your Passport ([CLICK HERE](#))

- **Label Photo:** LastName, FirstName YearPassportExpires (e.g., Smith, John 2028)

It is the responsibility of each coach to ensure that USA Gymnastics has a high-quality, color copy of their current, valid passport. It must be valid for at least six months following the conclusion of any international assignment. When a passport is renewed, it is the responsibility of each coach to immediately provide USA Gymnastics with a high-quality scan of the new passport. It is recommended that all SR National Team coaches secure a second passport for travel/visa purposes.

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- **Label Photo:** LastName, FirstName (e.g., Smith, John)

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6. Travel Reimbursement Form

This form is to be used for reimbursement for travel expenses reimbursed by USA Gymnastics (not for NCAA reimbursable expenses). Please fill out, attach receipts and email in pdf form to:

[Scarlson@usagym.org](mailto:Scarlson@usagym.org) for reimbursement. [Travel Expense Form](#)

**Trampoline & Tumbling  
2024 Calendar**  
*As at April 1, 2024 - subject to change*

DATE	EVENT	LOCATION	PARTICIPANTS
<b>January</b>			
30th-31st	EHP camp	Colorado Springs, CO	Targeted Senior TRA
<b>February</b>			
* 1st-4th	National Team camp	Colorado Springs, CO	Senior TRA
** 23rd-25th	World Cup	Baku, AZE	Senior TRA
<b>March</b>			
* 8th-10th	Winter Classic	Oklahoma City, OK	Development & Elite
* 15th-18th	National Team Camp	Mountain Lakes, NJ	Junior & Senior TRA, TUM, DMT
* 22nd-24th	World Cup	Cottbus, GER	Senior TRA
<b>April</b>			
* 21st-23rd	Pacific Rim Championships	Cali, COL	Junior & Senior TRA
<b>May</b>			
* 9th-12th	Elite Challenge	Irving, TX	Level 10 & Elite TRA, TUM, DMT
14th-19th	Pan American Championships	Lima, Peru	Junior & Senior TRA
<b>June</b>			
* 21st-26th	USA Gymnastics Championships	Minneapolis, MN	Level 8-Senior TRA, TUM, DMT
<b>July</b>			
* 6th-7th	World Cup	Coimbra, POR	Senior TRA, TUM/DMT TBD
19th-21st	Stars & Stripes Championships	Fort Worth, TX	Level 5-7 & HUGS TRA, TUM, DMT
* 21st-24th	Olympic Games Camp	Antibes, FRA	Senior TRA
* 25th-August 5th	Olympic Games	Paris, FRA	Senior TRA
<b>August</b>			
<b>September</b>			
6th-9th	Elite Development / JumpStart camp	Peoria, IL	TRA, TUM, DMT
<b>October</b>			
<b>November</b>			
* 15th-18th	National Team camp	Mountain Lakes, NJ	Junior & Senior TRA, TUM, DMT
<b>December</b>			

\* Designates National Team Activities

\*\* Designates National Team Activity for Men's Trampoline

## Frequently Asked Questions

### PROGRAM QUESTIONS

**Q: When and what type of apparel do I receive when I make the National Team?**

**A:** When an athlete makes the National Team, they will receive the National Team Warm Up. Additional items will be supplied prior to leaving for international competitions or camps depending on the type of event (e.g., Olympics, World Championships, World Cups or international camps). Coaches and other staff members will be provided apparel when they are selected for an international event. The types of items will vary depending on discipline and event.

**Q: What uniform do I wear when I am assigned to an event?**

**A:** When an athlete accepts an invitation to represent the USA, he or she is obligated to wear the National Team uniform. This obligation extends to both training and competition during those events. For the actual competition, the delegation leader or head coach will determine which specific uniform you will wear.

**Q: I've been assigned to compete at a meet and have yet to receive my National Team apparel. What do I do?**

**A:** Contact your Program Manager at the USA Gymnastics office immediately.

**Q: I've received my apparel, and it doesn't fit. What do I do?**

**A:** Contact your Program Manager at the USA Gymnastics office immediately.

**Q: What if I'm invited by a foreign federation to participate in an event?**

**A:** Contact your respective Program Director or Vice President to gain permission to participate. ***Competing in an international competition without approval of USA Gymnastics is a violation of your national team agreement.***

### EVENT QUESTIONS

**Q: Who makes travel/transportation arrangements for me during an event?**

**A:** USA Gymnastics will make all travel arrangements for you when you are invited to an event. All transportation will be chosen based on opportunity and cost. All flights should be booked 30 days prior to travel.

**Q: Can I buy or reserve my own ticket?**

**A:** No, unless the event is self-funded. All air travel arrangements for USA Gymnastics events, clinics, training camps, etc., must be made through the USA Gymnastics office. The program or event director must approve special circumstances in advance.

**Q: Will I be reimbursed if I drive to an event?**

**A:** If approved in advance, USA Gymnastics will reimburse based on current IRS rates up to the cost of a round-trip air ticket or price of a rental car (whichever is less) for any funded event. You must fill out a USA Gymnastics expense form, located in the National Team checklist, and return to your appropriate program director or Vice President, to be reimbursed.

**Q: What if I want to change my air ticket?**

**A:** If you change your air ticket you are responsible for any costs incurred, unless these changes are due to USA Gymnastics requirements.

**Q: How do I get hotel information for an event?**

**A:** USA Gymnastics will make housing arrangements for National Team members participating in any funded competition, activity or appearance on behalf of USA Gymnastics. If you are attending a self-funded event, please check with your Program Director or Vice President for specific housing arrangements.

**Q: Will I need money for meals?**

**A:** If you are assigned to a funded activity by USA Gymnastics, meals may be provided, check with your Program Director for specifics. It would be appropriate to bring some of your own spending money for miscellaneous items that you might want to purchase.

**Q: What do I do when I land at the airport for an event?**

**A:** Prior to departure, you will receive your travel information details, which will include your airline ticket and ground transportation upon arrival. If the host hotel for the event provides complimentary shuttle service, you will be notified to use this transportation to get to the host hotel. For training camps or clinics, in most cases, a staff person will greet you at the airport.

**Q: How do I pick up my credential, etc.?**

**A:** **For domestic events**, a registration room at the event site will be set up where all participants will check-in and receive all necessary items. **For international events**, the Head of Delegation will give each delegation member any necessary items.

**Q: For events that have a final banquet, may I bring a guest?**

**A:** For domestic events, yes, however arrangements with the Events department must be made 48 hours in advance and a banquet ticket must be purchased. Some international competitions do not allow for guests to attend. It will be communicated ahead of time from your Program.

**Q: When/how do I receive prize money in the event I win some at a competition?**

**A:** You should not receive any prize money directly. All prize monies awarded at a competition should be wired to USA Gymnastics. If you have waived your NCAA eligibility (including your rights to receive an athletic scholarship), a check or direct deposit for the amount you've won will be sent to you once USAG has received the wired funds. If you are maintaining your NCAA eligibility, you may be eligible for some reimbursable expenses. Check with Mary McDaniel at [mmcdaniel@usagym.org](mailto:mmcdaniel@usagym.org).

**Q: What is expected of me at events besides competing?**

**A:** You are required to participate in all event functions such as opening and closing ceremonies, awards ceremonies, media interviews, event promotions and sponsor activities associated with the competition. Throughout the entire event consider yourself an ambassador for USA Gymnastics and conduct yourself accordingly. It is also encouraged, and at times may be required, that you go support/watch other USAG National Team athletes during competition.

### **MEDIA QUESTIONS**

**Q: How do reporters select athletes to interview?**

**A:** Reporters generally arrive at the event with a story idea. It may be the top athlete, the local athlete, the athlete that has overcome an injury, or the underdog, about which the reporter decides to do a story. It is up to the discretion of the reporter. USA Gymnastics works with the reporters to try and get as much exposure as possible for everyone (to the extent the athletes are interested).

**Q: What can I do to get more attention from the media?**

**A:** Let us know that you're interested, and our communications team can help you find the right opportunities. When you are interviewed, be engaging, communicate clearly, and try to expand on answers (rather than just giving "yes" / "no" answers). Make a good impression on the reporter and the word will spread to others. Most of all, be genuine and authentic.

**Q: Why do we do press conferences and interviews immediately after the competition?**

**A:** When reporting on events, the media are dealing with very tight deadlines. We try to provide the media with final results and an opportunity to interview you immediately after each event so that they can include your results in that night's broadcast or the next day's paper.

### **MEMBERSHIP QUESTIONS**

**Q: I have been approached by representatives of a company to perform as a gymnast in a television commercial. Do USA Gymnastics' rules allow me to do this?**

**A:** Gymnasts may be paid directly to act as spokespersons, perform in television commercials or print advertisements; model gymnastics apparel in catalogs; and take part in various other commercial activities on behalf of a company provided that the company requesting your services is not a competitor of a National Team sponsor and you receive advance approval from the USA Gymnastics office. *USA Gymnastics suggests reaching out to the [NCAA eligibility center](#) before accepting any*

*payment if you are considering doing college athletics. Rules in this space are ever-changing and complicated.*

**Q: May I be paid as a gymnastics coach, clinician or instructor?**

**A:** USA Gymnastics allows direct compensation to gymnasts for these types of activities. **USA Gymnastics suggests reaching out to the [NCAA eligibility center](#) before accepting any payment if you are considering doing college athletics. Rules in this space are ever-changing and complicated.**

**Q: Can I use the services of an agent?**

**A:** Agent representation is allowed by USA Gymnastics. **USA Gymnastics suggests reaching out to the [NCAA eligibility center](#) before hiring an agent if you are considering doing college athletics. Rules in this space are ever-changing and complicated.**

**Q: What are the USA Gymnastics rules relative to gymnasts participating in fundraising activities on behalf of their gymnastics clubs?**

**A:** USA Gymnastics allows athletes to participate in club fundraising activities such as car washes, exhibitions, cartwheel-a-thons, etc. All funds generated by such activities should benefit the club program and their athletes.

**Q: May I have a sponsor and/or accept donations to help pay my gymnastics expenses?**

**A:** USA Gymnastics rules allow gymnasts to accept donations directly from corporations and individual contributors to help defray gymnastics expenses. **USA Gymnastics suggests reaching out to the [NCAA eligibility center](#) before accepting any donations if you are considering doing college athletics. Rules in this space are ever-changing and complicated.**

**Q: Is a contribution made to an athlete tax deductible?**

**A:** No. For further clarification on this issue, we suggest you consult your tax advisor.

**Q: What should I do if I am not certain whether an activity will jeopardize my eligibility to compete in USA Gymnastics or FIG competitions?**

**A:** Contact the [NCAA eligibility center](#) if you have questions regarding eligibility.

### **INSURANCE QUESTIONS**

**Q: What do I do if I am injured in a USA Gymnastics sanctioned event?**

**A:** Your coach or the medical staff at the event (the USA Gymnastics medical staff at National Events and National Team camps), should fill out the USA Gymnastics Accident Report form, which is sent with each meet sanction. This form documents the time, place and circumstances surrounding the injury. This is filed with USA Gymnastics' insurance company, currently Health Special Risk, Inc., and is required for any injury that will affect your regular training.

If you have medical insurance through your family, school or, for select athletes, Elite Athlete Health Insurance, you must submit all bills to that company first. Health Special Risk (HSR) should be listed as your secondary insurance on all medical forms that you complete for appointments or services related to the gymnastics injury. Any remaining billings not paid by your regular insurance may then be submitted to the USA Gymnastics insurer. Please see the Incident/Injury Report form for details of coverages.

If you are injured in a U.S. Olympic and Paralympic Committee event (i.e., Olympic Games, Pan American Games, World University Games, etc.), the USOPC medical staff must be notified and fill out appropriate accident report forms to be sent to the USOPC.

USA Gymnastics insurance covers only expenses not paid by your primary insurance, which occur while participating in USAG sanctioned events.

If a hospital or doctor treating you needs information on your insurance coverage, give them information on your primary health insurance first. If you have no health insurance, give them the number of the USA Gymnastics insurer's claims department (Health Special Risk, Inc., 800-328-1114).

If you have any questions about medical insurance coverage, please contact Kim Kranz, Chief of Athlete Wellness at [kkranz@usagym.org](mailto:kkranz@usagym.org).

**Q: Am I covered at my club while I am working out?**

**A:** National Team Members are provided coverage for acute injuries that occur while training in their home gyms; however, the home gym's insurance shares secondary responsibility with USA Gymnastics.

\*If you have a question that is not addressed, you may email your program director or Mary McDaniel at [mmcdaniel@usagym.org](mailto:mmcdaniel@usagym.org) and we will try to help you.\*