

# USA Gymnastics

## Women's Artistic Gymnastics Athlete Selection Procedures

### 2025 Junior Pan American Games

- Publication Date: 05/07/2025

#### SECTION 1: OVERVIEW

These procedures outline the pathway for selection to the 2025 Junior Pan American Games in Women's Artistic Gymnastics. The maximum team size can be four (4) female athletes.

#### SECTION 2: ATHLETE REQUIREMENTS

1. Nationality/Passports Requirements:
  - Have a valid United States passport at the time of nomination that does not expire for six (6) months after the conclusion of the Games.
2. Minimum Panam Sports Requirements:
  - Abide by the rules in the Panam Sports Constitution, including nationality/citizenship requirements.
    - For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the Panam Sports Constitution (Article 34.4-7).
  - Abide by the Panam Sports Eligibility of Conditions Form/Conditions of Participation Form
3. LOC Requirements:
  - Comply with all rules and policies implemented by the LOC.
4. Continental Federation (CF) Requirements:
  - Comply with all PAGU eligibility requirements found here:  
<https://www.dropbox.com/scl/fi/gwzbm5xd5thu4utmxx70i/Gymnastics-Artistic-Asuncion-Qualification-System-Sep-2024.pdf?rlkey=cm3smpa8i2bcyadcwsior02gc&dl=0>
5. USOPC Requirements:
  - Comply with all USOPC rules applicable to the Games (e.g., Demonstrations).
  - Complete all USOPC Games Registration requirements by the stated deadline.
  - Comply with the USOPC Delegation Terms, including the Conduct Requirements, which will be made available here: <https://www.usopc.org/games-and-qualification>
  - Comply with the [USOPC Athlete Safety Policy](#) and the [U.S. Center for SafeSport Code](#).
  - Undergo a background screen in accordance with the current [USOPC Background Check Policy](#) if you will be age 18 or older.
6. NGB Requirements:
  - Comply with the USA Gymnastics National Team Agreement.
  - Comply with the [USA Gymnastics Code of Conduct](#).
  - Comply with the [USA Gymnastics Safety and Response Policy](#).
  - Athlete must have an active USA Gymnastics membership. Athlete does not have an active suspension from the U.S. Center for SafeSport that would make the Athlete ineligible to participate in

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the Games.

- Athlete does not have an active sanction for an anti-doping rule/policy violation that would make the Athlete ineligible to participate in the Games.

#### SECTION 3: OTHER MINIMUM REQUIREMENTS TO BE ELIGIBLE FOR THE TEAM

- Meet the U.S. Center for SafeSport's education and training requirements in accordance with the [USOPC Athlete Safety Policy](#) if you will be 18 or older on the day after the Closing Ceremony.
- Agree to be bound by and adhere to all Panam Sports, WADA, PAGU, USADA and USOPC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing and an agreement to be bound to the results management authority of Panam Sports, WADA, PAGU, USADA, or other Anti-Doping Organization as applicable. Meet all health and safety protocols, to include vaccine requirements and/or testing requirements set forth by the government, local laws, USOPC, PAGU and/or the Local Organizing Committee.

#### SECTION 4: EVALUATIVE EVENTS

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

DATE(S)	DESCRIPTION/EVENT NAME
May 19-22, 2025	2025 May National Team Selection Event, Crossville, TN.
June 26-29, 2025	2025 American Classic, Columbus, OH.
July 17-20, 2025	2025 U.S. Classic, Hoffman Estates, IL.
2025	USA Gymnastics official International Assignments

#### SECTION 5: SELECTION PROCESS

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

##### 5.1 TOTAL QUOTA PLACES:

The 2025 Junior Pan American Games Team will consist of four (4) women. One (1) non-traveling replacement athlete will also be nominated.

##### 5.2 EVALUATION EVENT QUALIFICATION PATHWAY:

Qualification to the 2025 American Classic and the 2025 U.S. Classic is:

- By score as listed on the [Elite Qualification Chart](#).

##### 5.3 NOMINATION TO THE TEAM:

Athletes will earn nomination to the Team as follows.

- Using the Discretionary Selection Criteria set forth in Section 6, the Athlete Selection

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Committee will select four (4) athletes and one (1) non-traveling replacement athlete to the 2025 Junior Pan American Games Team.

- If the athlete places first in the All-Around at the 2025 American Classic AND places first in the All-Around at the 2025 U.S. Classic, she will be automatically named to the 2025 Junior Pan American Games Team.
- Team members and the non-traveling replacement athlete will be named no later than July 21, 2025.

#### 5.4 PETITION PROCESS:

- Procedures for petitioning into the 2025 American Classic and the 2025 U.S. Classic are listed in the 2024-2025 Women's [Rules and Policies](#).
- Athletes may not petition directly to the 2025 Pan American Games Team.

In the event of a conflict between this overview and the PAGU Qualification System, the PAGU Qualification System will take precedent.

For more details, please refer to the PAGU Qualification System directly here:

<https://www.dropbox.com/scl/fi/gwzbm5xd5thu4utmkx70i/Gymnastics-Artistic-Asuncion-Qualification-System-Sep-2024.pdf?rlkey=cm3smpa8i2bcyadcwsior02gc&dl=0>

## SECTION 6: DISCRETIONARY CRITERIA TO NOMINATE ATHLETES

#### 6.1 RATIONALE FOR UTILIZING DISCRETIONARY SELECTION:

The sport of gymnastics is a subjectively judged event. In the selection of athletes who will compete together as a team, it is difficult to make selection solely by the all-around rank order and be competitive for both team and individual event medals. The current rules do not require athletes to compete in the all-around competition, which necessitates evaluating Individual Event strength and contribution to total team score in order to maximize medal potential.

#### 6.2 DEFINE THE DISCRETIONARY CRITERIA TO BE USED:

The Athlete Selection Committee will use the following criteria to select the athletes for the 2025 Junior Pan American Games Team.

- Results from the 2025 May National Team Selection Event
- Results from the 2025 American Classic
- Results from the 2025 U.S. Classic
- Results from 2025 USA Gymnastics official International Assignments
- D-Scores (Difficulty) – achieved at any official international assignment or national event during the 2024-2025 competitive season and/or qualification event listed in Section 4.
- E-Scores (Execution) - achieved at any official international assignment or national event during the

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2024-2025 competitive season and/or qualification event listed in Section 4.

- Consistency - percentage of made routines at any official international assignment or national event during the 2024-2025 competitive season and/or qualification events listed in Section 6.
- Composite Strength of all the Team members with consideration of potential for Team, All Around and Individual Event medals.
- World Class presentation - the strength, endurance, technical execution standard and artistic components commensurate with World and Olympic presentation.
- Readiness to compete - current health status and physical preparedness of each gymnast.
- Performances at the 2025 American Classic and the 2025 U.S. Classic are the priority.
- Physical capability to fulfill the training plan as outlined in the Women's Program Manual.

#### 6.3 SELECTION COMMITTEE

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

Committee Name: Women's Athlete Selection Committee

- Women's High Performance Strategic Lead
- Representative appointed by the International Elite Committee
- Women's Program Athlete Representative

## SECTION 7: MANDATORY TRAINING AND/OR COMPETITION

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

Performances at the 2025 American Classic and the 2025 U.S. Classic are a priority.

Athletes who are unable to participate in the 2025 American Classic and the 2025 U.S. Classic must complete the [National Team Event Absence Request Form](#) and submit it to the Vice President of the Women's Program for approval no later than:

- June 25, 2025 for the 2025 American Classic
- July 16, 2025 for the 2025 U.S. Classic

## SECTION 8: DATE OF TEAM NOMINATION

USA Gymnastics will nominate the Team, including any replacements/alternates to the USOPC on or before July 21, 2025.

## SECTION 9: REMOVAL OF ATHLETES FROM THE TEAM

### 9.1 NGB JURISDICTION

- a. USA Gymnastics has jurisdiction over athlete nominees until athlete entries have been submitted by the

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USOPC to the Local Organizing Committee. An athlete who is nominated to the Team may be removed for any of the following reasons, as determined by USA Gymnastics:

- i. Voluntary withdrawal. Athlete submits a written letter to the USA Gymnastics Chief Programs Officer and the Women's Program Vice President requesting to voluntarily withdraw from the Team.
  - ii. Injury or illness. Injury or illness that inhibits peak performance, which shall be determined by an examining physician verified by USA Gymnastics Medical Staff.
  - iii. Failure to participate. Athlete does not participate in all Mandatory Training and/or Competition as defined in these procedures.
  - iv. Code of Conduct Violation. Athlete violates the [USA Gymnastics Code of Conduct](#).
  - v. Athlete Agreement. Athlete violates a term in their signed USA Gymnastics National Team Agreement.
  - vi. Non-compliance. Athlete does not meet the athlete eligibility requirements listed in Section 2 and Section 3 of these selection procedures.
- b. An Athlete may be removed as a nominee to the Team or from the Team if found to have violated WADA, PAGU, USADA and/or USOPC anti-doping protocol, policies and procedures, the U.S. Center for SafeSport Code, the USOPC Athlete Safety Policy and the NGB SafeSport Policy, as applicable.
  - c. Removal may only occur by action of the President of USA Gymnastics and the Athlete Selection Representative (or another Athlete Representative appointed by the USA Gymnastics Athletes' Council in the case of a conflict of interest) after consultation with the Selection Committee and an interview with the athlete and her coach. An athlete who is removed from the team pursuant to this provision has the right to a hearing per USA Gymnastics [grievance policy](#).

#### 9.2 USOPC JURISDICTION

- a. Once Athlete entries have been submitted by the USOPC to the Local Organizing Committee, the USOPC has jurisdiction over the Team.
- b. USOPC's Delegation Conduct Requirements apply in addition to the USA Gymnastics Code of Conduct. The Delegation Conduct Requirements in the USOPC Games Delegation Terms are specific to each Games and are made available during the Games registration process.
- c. The USOPC's Grievance Procedures and Hearing Process are found within the USOPC Dispute Resolution Policy and Hearing Procedures.
  - i. See [www.usopc.org/governance/dispute-resolution](http://www.usopc.org/governance/dispute-resolution) for more information.

## SECTION 10: SELECTION PROCESS IF ATHLETE VACANCY OCCURS PRIOR TO SUBMISSION OF ENTRIES BY NAME TO THE LOCAL ORGANIZING COMMITTEE

- 10.1 Should a vacancy occur prior to submission of Entries by Name to the Local Organizing Committee, the named non-traveling replacement athlete will be nominated to the 2025 Junior Pan American Games Team.

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10.2 All replacement athletes must meet all requirements listed in Sections 2-3.

#### SECTION 11: SELECTION PROCESS IF ATHLETE VACANCY OCCURS AFTER SUBMISSION OF ENTRIES BY NAME TO THE LOCAL ORGANIZING COMMITTEE

11.1 Should a vacancy occur after submission of Entries by Name to the Local Organizing Committee, if allowed, the named non-traveling replacement athlete will be nominated to the 2025 Junior Pan American Games Team.

11.2 All replacement athletes must meet all requirements listed in Sections 2-3.

#### SECTION 12: RIGHT TO A HEARING

An athlete who is removed from the Team has the right to a hearing per [the USA Gymnastics' complaint procedures](#) and the USOPC Bylaws (applies only for a Protected Competition), Section 9 (<https://www.usopc.org/governance/dispute-resolution>).

#### SECTION 13: REQUIRED DOCUMENTS

The following documents are required to be signed by an athlete as a condition of nomination to the Games:

- USA Gymnastics National Team Agreement

#### SECTION 14: DISCLAIMERS

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

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

#### SECTION 15: CONFLICT OF INTEREST

All members of the Selection Committee (Section 6.3) and all individuals who developed these selection procedures (Section 20) must comply with the USA Gymnastics Conflict of Interest Policy, to include completing and submitting a disclosure form consistent with the [USA Gymnastics Conflict of Interest Policy](#) before convening the committee.

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A conflict of interest exists when a personal, family, financial, professional, club, team or business relationship or interferes with, or maybe perceived to interfere with a committee member's ability to be impartial and participate in the selection process in a fair and impartial manner. Any member of the Selection Committee who has an actual, possible, or perceived conflict of interest must disclose it to the USA Gymnastics Ethics and Grievance Committee prior to the start of the selection process and may be required to recuse themselves from the Selection Committee discussions and/or voting.

If a conflict exists, the USA Gymnastics Ethics and Grievance Committee shall review the conflict and determine the committee member's level of involvement (e.g., whether that committee member must recuse themselves from participating in discussions and/or voting).

During its review, the USA Gymnastics Ethics and Grievance Committee may ask a Selection Committee member or an affected person for more information at its discretion. For example, if a Selection Committee member is required to recuse themselves from voting, the USA Gymnastics Ethics and Grievance Committee may still determine that a Selection Committee member who has relevant and necessary information related to athlete performance, such as a national team coach or high performance director, may, if requested by the Selection Committee, provide that information to the Selection Committee if the information is provided in a fair and unbiased manner and if the Selection Committee member with the conflict of interest does not vote toward the final decision.

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

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

## SECTION 16: QUESTIONS REGARDING ATHLETE SELECTION PROCEDURES

### NGB

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

Name: Annie Heffernon

Position: Women's Program Vice President

Email: [aheffernon@usagym.org](mailto:aheffernon@usagym.org)

Phone: +1 317-829-5659



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Name: Logan Dooley

Position: Team USA Athletes' Commission Representative

Email: [logandooley@gmail.com](mailto:logandooley@gmail.com)

Phone: +1 949-636-6130

#### ATHLETE OMBUDS

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

Team USA Athletes may contact the Athlete Ombuds:

PHONE: (719) 866-5000

EMAIL: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)

WEBSITE: [usathlete.org](https://usathlete.org)

#### SECTION 17: GRIEVANCES

The [USA Gymnastics Grievance Procedures](#) can be found [here](#).

Section 9 of the USOPC Bylaws provides a process for an athlete to file a complaint with the USOPC against an NGB alleging that they have been denied, or threatened to be denied, with the opportunity to participate in a Protected Competition, as defined in the USOPC bylaws. Additional information on how to file a complaint can be found [here](https://www.usopc.org/governance/dispute-resolution): <https://www.usopc.org/governance/dispute-resolution>

#### SECTION 18: NON-RETALIATION

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

- Individuals may report concerns to the USA Gymnastics by following the [USA Gymnastics Speak Up Policy located here](#).
- Individuals may report concerns to the USOPC confidentially, or anonymously, online using the [USOPC Integrity Portal](#) or individuals may call the USOPC Integrity Hotline at 1-877-404-9935.
- Additional information can be found in the USOPC's [Speak Up Policy](#).



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#### SECTION 19: SUPPORTING DOCUMENTS





USA Gymnastics will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process as required by the NGB's Records Retention Policy.

#### SECTION 20: DEVELOPMENT, APPROVAL & CERTIFICATION OF SELECTION PROCEDURES

The following committee of individuals developed these selection procedures.

NAME	ROLE
Alicia Quinn	High performance Strategic Lead
Betty Okino	Representative appointed by the International Elite Committee
Jessie DeZiel Fleischhacker	Women's Program Athlete Representative

The following individuals approved these selection procedures and, through their signature, certify that the procedures comply with the standards and criteria set by PAGU. The following individuals further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by the NGB and that these selection procedures will be posted on the NGB's website.

POSITION	NAME	SIGNATURE	DATE
USA Gymnastics President/CEO	Li Li Leung		05/05/25
USA Gymnastics Chief Programs Officer	Stefanie Korepin		08/05/25
USA Gymnastics Women's Program Vice President	Annie Heffernon	 <small>Annie Heffernon (May 5, 2025 12:04 EDT)</small>	05/05/25
Team USA Athletes Commission Representative*	Logan Dooley	 <small>Logan Dooley (May 9, 2025 09:04 EDT)</small>	09/05/25

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

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

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

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#### APPENDIX A – COMMONLY USED ACRONYMS

**AAC** – Athletes' Advisory Council

**AC** – Athletes' Commission

**Act or TSOASA** – Ted Stevens Olympic and Amateur Sports Act

**APC** – Americas Paralympic Committee

**CAS** – Court of Arbitration for Sport

**Center or CSS** – U.S. Center for SafeSport

**CF** – Continental Federation

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

**IOC** – International Olympic Committee

**IPC** – International Paralympic Committee

**IF** – International Federation

**LOC** – Local Organizing Committee

**NGB** – National Governing Body

**NOC** – National Olympic Committee

**NPC** – National Paralympic Committee

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

**PAG** – Pan American Games

**Panam Sports or PASO** – Pan American Sports Organization

**PPAG** – Parapan American Games

**PSO** – Paralympic Sport Organization

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

**USADA** – United States Anti-Doping Agency

**WADA** – World Anti-Doping Agency

#### APPENDIX B – GLOSSARY

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

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

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

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

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

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

**Protected Competition** means a Delegation Event or a Qualifying Competition.

**Qualifying Competition** means either of the following:

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

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

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#### APPENDIX C – ATHLETE RESOURCES

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

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

WEBSITE: [www.usopc.org/teamusa-athletes-commission](http://www.usopc.org/teamusa-athletes-commission)

##### **ATHLETE OMBUDS**

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

Team USA Athletes may contact the Athlete Ombuds:

PHONE: (719) 866-5000

EMAIL: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)

WEBSITE: [usathlete.org](http://usathlete.org)

##### **USOPC DISPUTE RESOLUTION UNIT (DRU)**

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

##### **USOPC ETHICS AND COMPLIANCE**

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

##### **USOPC SECURITY AND ATHLETE SAFETY REPORTING PORTAL**

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

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#### SAFESPORT HELPLINE

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

#### TEAM USA MENTAL HEALTH RESOURCES

For those in need of mental health support, USOPC Psychological Services is available at [psychservices@usopc.org](mailto:psychservices@usopc.org), or you can connect with a licensed mental health provider 24/7 through the USOPC Psychological Services Support Line at 719-866-2255. You can also visit <https://www.usopc.org/mental-health> for information about all available resources or complete our referral link at [go.teamusa.org/referrals](http://go.teamusa.org/referrals) to get connected.












# WAG JR PAG SP

Final Audit Report

2025-05-09

Created:	2025-05-05
By:	Mary McDaniel (mmcdaniel@usagym.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAsQk7GQwk2OafayLo1wfyAPw76dTGMDqX

## "WAG JR PAG SP" History

-  Document created by Mary McDaniel (mmcdaniel@usagym.org)  
2025-05-05 - 3:57:12 PM GMT
-  Document emailed to Logan Dooley (logandooley@gmail.com) for signature  
2025-05-05 - 3:57:16 PM GMT
-  Document emailed to Annie Heffernon (aheffernon@usagym.org) for signature  
2025-05-05 - 3:57:17 PM GMT
-  Document emailed to Stefanie Korepin (skorepin@usagym.org) for signature  
2025-05-05 - 3:57:17 PM GMT
-  Document emailed to Li Li Leung (lleung@usagym.org) for signature  
2025-05-05 - 3:57:17 PM GMT
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2025-05-05 - 3:57:36 PM GMT
-  Email viewed by Annie Heffernon (aheffernon@usagym.org)  
2025-05-05 - 4:02:46 PM GMT
-  Document e-signed by Annie Heffernon (aheffernon@usagym.org)  
Signature Date: 2025-05-05 - 4:04:03 PM GMT - Time Source: server
-  Document e-signed by Li Li Leung (lleung@usagym.org)  
Signature Date: 2025-05-05 - 4:07:41 PM GMT - Time Source: server
-  Email viewed by Logan Dooley (logandooley@gmail.com)  
2025-05-05 - 4:21:56 PM GMT
-  Email viewed by Stefanie Korepin (skorepin@usagym.org)  
2025-05-08 - 1:42:16 PM GMT

 Document e-signed by Stefanie Korepin (skorepin@usagym.org)

Signature Date: 2025-05-08 - 1:43:09 PM GMT - Time Source: server

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2025-05-09 - 1:03:40 PM GMT

 Document e-signed by Logan Dooley (logandooley@gmail.com)

Signature Date: 2025-05-09 - 1:04:28 PM GMT - Time Source: server

 Agreement completed.

2025-05-09 - 1:04:28 PM GMT