

USA DIVING, INC.
ATHLETE SELECTION PROCEDURES
2012 Olympic Games
January 5, 2011
Amended February 18, 2011

I. SELECTION SYSTEM

A. Provide the minimum eligibility requirements for an athlete to be considered for nomination to the Team:

1. Citizenship:

Athlete must be a citizen of the United States at the time of selection and hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

2. Minimum International Federation (IF) standards for participation (if any):

(i) All competitors shall be registered with their National Federation to be eligible to compete per Federation Internationale de Natation Amateur ("FINA") rules (see www.fina.org). Athletes younger than 14 years on December 31st in the year of the competition shall not be permitted to compete at the Olympic Games.

(ii) An Athlete must not have represented another country for at least twelve (12) months prior to commencement of the selection event.

(See FINA Rulebook:

http://www.fina.org/H2O/index.php?option=com_content&view=article&id=256:gr-2-international-relations&catid=80:general-rules&Itemid=184)

3. Other requirements (if any):

(i) Athlete must be a member in good standing of USA Diving.

(ii) All athletes eligible to compete at the 2012 Olympic Trials - Diving must register online with divemeets.com not later than 5:00 p.m. Eastern Daylight Time, Saturday, June 9, 2012.

B. Tryout Events:

1. Provide the event names, dates and location of all trials, events and camps to be used as part of the selection process.

a. 2012 Synchronized Diving Events Olympic Trials Preliminary event to be held June 17-18, 2012 at Seattle, Washington.

b. 2012 Olympic Trials - Diving to be held June 19-24, 2012 at Seattle, Washington.

2. Provide event names, dates, locations and description of how athletes qualify for any "preliminary or qualifying" events or procedures that are prerequisites to attend any of the trials, events or camps listed above in B. 1 (if any).

a. The following athletes will be eligible for the 2012 Synchronized Diving Events Olympic Trials Preliminary event

NOTE: There will be no mixing and matching of synchronized team partners at the Trials. An athlete may compete only on one synchronized team, even if the athlete qualified for the Trials with multiple partners.

- 1) 2011-2012 Olympic Performance Squad ("OPS") athletes in the Olympic synchronized events for which they were selected to the OPS. See www.usadiving.org for more details about the OPS.
- 2) 2010 FINA World Cup Team members in the Olympic synchronized events in which they participated (June 2-6, 2010, Changzhou, China)
- 3) 2011 FINA World Championship Team members in the Olympic synchronized events in which they participated (July 16 - 31, 2011, Shanghai, China)
- 4) 2012 FINA World Cup Team members in the Olympic synchronized events in which they participated (February 20-26, 2012, London, England)
- 5) 2010 FINA Junior World Championship Team in the Olympic synchronized events in which they participated (September 1-6, 2010, Tucson, AZ)
- 6) 2011 Junior Pan Am Championship Team in the Olympic synchronized events in which they participated (Date and site TBD)
- 7) 2011 Pan American Games Team in the Olympic Synchronized events in which they participated (Guadalajara, Mexico, October 14-30, 2011)
- 8) Top six (6) finishing teams in a synchronized event at the 2011 USA Diving Winter National Championships (February 1-6, 2011, Iowa City, IA)

- 9) Top six (6) finishing teams in a synchronized event at the 2011 AT&T USA Diving National Championships (August 9-14, 2011, Los Angeles, CA)
- 10) 2011 AT&T USA Grand Prix Team members in the Olympic synchronized events in which they participated (May 5-8, 2011, Ft. Lauderdale, FL)
- 11) 2011 FINA Diving Grand Prix Canada Cup Team members in the Olympic synchronized events in which they participated (Montreal, Canada, April 28-May 1, 2011)
- 12) Top eight (8) finishing teams in a synchronized event at the 2012 USA Diving Winter National Diving Championships (Date and site TBD)
- 13) Top four (4) finishing teams in a synchronized event at the 2011 USA Diving FINA World Championship Synchronized Selection Event (Tallahassee, FL, May 12-15, 2011)
- 14) Top three (3) finishing teams in a synchronized event at the 2011 USA Diving Junior National Championships (July 29 to August 6, 2011, Site TBD)
- 15) In the event that the 2012 FINA World Cup Trials are a separate event, then the top four (4) finishing teams in a synchronized event at the 2012 USA Diving FINA World Cup Selection Event (Date and site TBD).
- 16) Invitation upon the decision of the Committee for Competitive Excellence ("CCE") subject to review by the Chief Executive Officer ("CEO") of USA-D or his/her designee.
- 17) Have a petition to participate in the 2012 Synchronized Diving Events Olympic Trials Preliminary event approved by the CCE subject to the petition procedures set forth below in Section I.C.12.
- 18) All teams who qualify for the Olympic Trials synchronized events must also meet the minimum degree of difficulty for their optional dives (dives without limit) in their dive lists for the Olympic Trials Preliminary Event and Finals as follows:

	Women	Men
3M Synchro	8.4	12.0
10M Synchro	8.6	12.7

NOTE: USA Diving reserves the right to modify the above minimum degrees of difficulty on or before December 31,

2011. In the event such a modification is made it will be communicated to the membership not later than January 15, 2012.

- b. The following athletes will be eligible for the individual events at the 2012 Olympic Trials – Diving selection event:
- 1) 2011-2012 Olympic Performance Squad ("OPS") athletes in the Olympic events for which they were selected to the OPS. See www.usadiving.org for more details about the OPS.
 - 2) 2010 FINA World Cup Team members in the Olympic events in which they participated (June 2-6, 2010, Changzhou, China)
 - 3) 2011 FINA World Championship Team members in the Olympic events in which they participated (July 16 - 31, 2011, Shanghai, China)
 - 4) 2012 FINA World Cup Team members in the Olympic events in which they participated (February 20-26, 2012, London, England)
 - 5) 2010 FINA Junior World Championship Team (Group A only) in the Olympic events in which they participated (September 1-9, 2010, Tucson, AZ)
 - 6) 2010 FINA Junior World Championship Team (Group B only) in the Olympic events in which they participated and finished in the top eight (8) places in that event (September 1-9, 2010, Tucson, AZ)
 - 7) 2011 Junior Pan Am Championship Team (Groups A and B) in the Olympic events in which they participated and finished in the top three (3) places in that event (Date and site TBD)
 - 8) Top twelve (12) athletes in each Olympic individual event at the 2011 AT&T USA Diving National Championships (August 9 - 14, 2011, Los Angeles, CA)
 - 9) 2011 AT&T USA Grand Prix Team members in the Olympic events in which they participated (May 5-8, 2011, Ft. Lauderdale, FL)
 - 10) 2011 FINA Diving Grand Prix Canada Cup Team Members in the Olympic individual events in which they participated (April 28 – May 1, 2011, Montreal, Canada)

- 11) Top twelve (12) athletes in each Olympic individual event at the 2012 USA Diving Winter National Diving Championships (Date and site TBD)
- 12) 2012 AT&T USA Grand Prix Team members in the Olympic events in which they participated (Date and site TBD)
- 13) Top six (6) athletes in each Olympic individual event in Groups A & B at the 2011 USA Diving Junior National Championships (July 29 - August 6, 2011, Site TBD)
- 14) Top twelve (12) athletes in each Olympic individual event at the 2011 USA Diving Winter National Championship (February 2-6, 2011, Iowa City, IA)
- 15) In the event that the 2012 FINA World Cup Trials are a separate event, then the top twelve (12) athletes in each Olympic individual event at the 2012 USA Diving FINA World Cup Selection Event (Date and site TBD)
- 16) Invitation upon the decision of the Committee for Competitive Excellence ("CCE") subject to review by the Chief Executive Officer ("CEO") of USA-D or his/her designee.
- 17) Have a petition to participate in the Trials approved by the CCE subject to the petition procedures set forth below in Section I.C.12.
- 18) All athletes who qualify for the Olympic Trials individual events, must also meet the minimum degree of difficulty for their lists of dives for the Olympic Trials as follows:

	Women	Men
3 Meter	14.0	18.0
10 Meter	14.6	18.5

NOTE: USA Diving reserves the right to modify the above minimum degrees of difficulty on or before December 31, 2011. In the event such a modification is made it will be communicated to the membership not later than January 15, 2012.

- C. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process to become Team nominees (including maximum Team size).
 1. The 2012 Olympic Team – Diving will consist of up to eight men and eight women, depending upon the number of entry positions that U.S. athletes qualify for at the 2011 FINA World Championships (July 16-31, 2011, Shanghai, China), the 2011 Pan American Games (October 14-

30, 2011, Guadalajara, Mexico), the 2012 FINA World Cup (London, England, February 20-26, 2012) and the FINA Qualifying event for available entry positions in individual Olympic events immediately following the 2012 FINA World Cup. The exact size of the team will be determined following the FINA Qualifying Event. (The number of available entry positions at the FINA Qualifying Event may vary by event as determined by FINA.) Each nation may qualify for up to two entry positions in each individual event and one team per synchronized event. USA-D will select athletes for the Team at a single trials event to be held June 19-24, 2012 in Seattle, WA.

2. The Trials event will be conducted in each of the four individual Olympic events and in each of the four synchronized Olympic Events.
3. The 2012 Synchronized Diving Events Olympic Trials Preliminary Event will be conducted the weekend prior to the date of Olympic Trials, namely June 17-18, 2012 in Seattle, WA.
 - a. Each team will perform their lists of dives two (2) times.
 - b. At the conclusion of the two lists of dives the top eight (8) teams by cumulative score will advance to the Finals of the synchronized diving events to be held at the Olympic Trials – Diving in Seattle Washington, June 19-24, 2012.
 - c. In the event of a tie between two or more teams:
 - (i) then the team with the highest single list score among such teams shall be selected; and if a tie still exists then,
 - (ii) The scores for all dives for a team will be analyzed to determine the level (%) of consistency. For this purpose, an average judge's score of seven and one-half (7.5) or above for a dive in the women's events will be considered a "hit," and below a seven and one half (7.5) a "miss." In the men's events, an average judge's score of eight (8) or above will be considered a "hit" and below eight (8) a "miss." The team with the highest percentage of consistency for the two lists will be selected.
4. The 2012 Olympic Trials – Diving will consist of Preliminaries, Semi-Finals and Finals in the individual events and Finals only in the synchronized events.
5. All athletes entered in each individual event will perform in the Preliminaries. The Preliminaries will consist of each athlete performing their list of dives once.
6. At the conclusion of the Preliminaries, in the individual events the top 18 finishers by score from the list of dives performed in the Preliminaries will advance to the Semi-Finals.
7. The athletes participating in the Semi-Finals will perform their lists of dives once.

8. At the conclusion of the Semi-Finals in the individual events the top 12 finishers by cumulative score from the Preliminaries and Semi-Finals will advance to the Finals.
9. The athletes participating in the Finals will perform their lists of dives once.
10. At the conclusion of the Finals in the individual events the top 2 finishers by cumulative score from the Preliminaries, Semi-Finals and Finals are selected to the 2012 Olympic Team – Diving. In the event of a tie between two or more athletes:
 - (i) then the athlete with the highest single list score among such athletes shall be selected; and if a tie still exists then,
 - (ii) The scores for all dives for an athlete will be analyzed to determine the level (%) of consistency. For this purpose, an average judge's score of seven and one-half (7.5) or above for a dive in the women's events will be considered a "hit," and below a seven and one half (7.5) a "miss." In the men's events an average judge's score of eight (8) or above will be considered a "hit," and below eight (8) a "miss." The athlete with the highest percentage of consistency for the three lists will be selected.
11. For the synchronized events the top (8) teams by cumulative score from the 2012 Synchronized Diving Events Olympic Trials Preliminary event will compete in the Finals. The score earned in the Finals will be added to the cumulative score from the Preliminary Event and the top finishing team by cumulative scoring for all three lists in each synchronized event will be selected to the 2012 Olympic Team – Diving. In the event of a tie between two or more teams:
 - (i) then the team with the highest single list score among such teams shall be selected; and if a tie still exists then;
 - (ii) The scores for all dives for a team will be analyzed to determine the level (%) of consistency. For this purpose, an average judge's score of seven and one-half (7.5) or above for a dive in the women's events will be considered a "hit," and below a seven and one half (7.5) a "miss." In the men's events an average judge's score of eight (8) or above will be considered a "hit," and below eight (8) a "miss." The team with the highest percentage of consistency for the list will be selected.

12. Petition Process.

A. Petition to Participate in the 2012 Olympic Trials – Diving.

An athlete/team which has failed to qualify for an invitation to the 2012 Olympic Trials – Diving may petition to be invited to the Trials. The petition process is governed by the following rules and procedures.

- (1) A petition to be invited to the 2012 Olympic Trials – Diving may be submitted to the CCE for consideration. The petition

must include a detailed statement of the basis for the petition, supported, where appropriate, by performance results from prior competitions. The petition should also identify any extraordinary circumstances the athlete/team believes impacted the athlete/team's prior performances or ability to participate in qualifying events. **Petitions to compete in the Trials must contain a statement by the athlete(s) and the athlete's coach(es) that the athlete(s) is/are prepared to perform a list of dives with the minimum DD stated in items I.B.2.a.18 (for synchronized events) and I.B.2.b.18 (for individual events) above.**

- (2) Petitions must be submitted in writing on the form attached hereto as Exhibit A to the CEO of USA-D or her designee 30 days prior to the start of the Trials or as soon thereafter as is practical given the circumstances that give rise to the petition.
- (3) A petition to participate in the Trials will be considered and acted on by the CCE. Decisions on petitions will be based on the various factors set forth in these Procedures as well as a consideration of the information provided by the athlete in his or her petition.
- (4) In the case of an injury or illness, the athlete(s) must:
 - i. Attach to the petition the completed "Medical Information in Support of Athlete Petition" form attached to these procedures as Exhibit B; and
 - ii. make himself or herself available for examination by a physician selected by USA-D and must also authorize his or her personal physician to discuss the circumstances of the athlete's injury or illness with a physician selected by USA-D and paid by the athlete at the athlete's sole expense.
- (5) A petition to participate in the Trials will be considered and acted on by the CCE.
 - (A) The deadline for filing a petition for acceptance to the 2012 Olympic Trials – Diving is 5:00 p.m. EDT, Saturday, May 19, 2012, and the petition must be received by that time (See paragraph (B). below.). (This deadline applies to all instances where the facts that are the basis for the petition are known to the petitioner before that date; e.g., the competitive background of the petitioner.)
 - (B) The CEO has designated the Vice Chair, Competitive Excellence, to receive all petitions. The petition is to be addressed to Rick Schavone and should include email contact information for the petitioner and petitioner's coach.
 - (C) If sent by email the petition should be addressed to:
Rick Schavone schavone@gmail.com
If sent by mail or courier the address is:

Rick Schavone
48 Pearce Mitchell Place
Stanford, CA 94305

- (D) The petitioner and the petitioner's coach will receive an email confirmation of receipt of the petition.
- (E) The CCE will notify the athlete(s) in writing of their decision on any petition.

B. Petition to be selected directly to the Team

An athlete or team which, although otherwise qualified, was unable to participate in all or part of the Trials, may petition to be selected to the 2012 Olympic Team – Diving. The petition process is governed by the following rules and procedures.

- (1) Petitions for selection to the Team may only be granted in the case of:
 - i. injury or illness which prevents or limits an athlete/team's participation but would not normally be expected to in any way impair the athlete/team's ability to perform in the 2012 Olympic Games competition,
 - or
 - ii. other extraordinary circumstances (e.g. death of a family member) or act of God that has the effect of preventing an athlete/team from participating in all or part of the 2012 Olympic Trials - Diving.
- (2) Petitions must be submitted in writing to the CEO USA Diving or the CEO's designee no later than one hour after the conclusion of the last event at the Trials.
- (3) In the case of an injury or illness, the athlete(s) must:
 - i. Attach to the petition to be placed on the team the completed "Medical Information in Support of Athlete Petition" form attached to these procedures as Exhibit B; and
 - ii. make himself or herself available for examination at the athlete's sole expense by a physician selected by USA-D and must also authorize his or her personal physician to discuss the circumstances of the athlete's injury or illness with a physician selected by USA-D.
- (4) A petition to be placed on the Team will be considered and acted on by the CCE. Decisions on petitions will be based on the various factors set forth in these Procedures and whether the team finished among the top eight (8) finishers in that event at the 2011 FINA World Championships or the 2012 FINA World Cup, as well as a consideration of the information provided by the team in its petition.
- (5) The CCE will identify in writing the basis of their decision on any petition.

C. Competitive Readiness

- (1) At the recommendation of the USA Diving High Performance

Director the CEO may designate a time and place when the athletes/teams selected to the Team will be required to demonstrate competitive readiness. Details regarding the demonstration of competitive readiness will be made available in writing to the Team members.

- (2) Competitive Readiness is defined as the athlete/team performing all the dives in the athlete/team's competitive list at least two times in one training session.

- D. Provide the names of all committees/groups who oversee the selection process, including the names and titles of the current members.

Richard Schavone, Vice Chair, Competitive Excellence
Bob Rydze, Chair
USA Diving High Performance Director - Steve Foley
USA Diving Chief Executive Officer - Linda Paul

II. DISCRETIONARY SELECTION (if applicable)

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

There are two instances in these procedures where discretionary selection may be used: 1.) the petitioning process under I.C.12.A. whereby the CCE may grant a petition to allow an athlete or team to participate in the 2012 Olympic Trials – Diving; and 2.) The CCE's ability to name an athlete or team directly to the 2012 Olympic Team - Diving pursuant to I.C.12.B.

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

See II.A.

- C. Discretionary Selection Committee

Provide the name of the committee that will be responsible for making discretionary selections, along with a complete list of the members currently serving on the committee and their titles:

Committee for Competitive Excellence:
Richard Schavone, Chair; Megan Neyer, Julian Krug, Ed Goodman, Bob Rydze, Matt Scoggin, Steve Foley, Steve McFarland, Justin Wilcock (Athlete Representative), Laura Wilkinson (Athlete Representative)

III. REMOVAL OF ATHLETES

- A. Prior to acceptance of nominations by the USOC, the NGB has jurisdiction over potential nominees.

An athlete who is to be nominated to the Team by the NGB may be removed as a nominee for any of the following reasons, as determined

by the NGB:

- Voluntary withdrawal. Athlete must submit a written letter to the NGB CEO/Executive Director.
- Injury or illness as certified by an approved NGB physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved NGB physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- Violation of USA Diving's Code of Conduct (Exhibit C).
- Violation of the USA Diving National Team Agreement (Exhibit D).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USA Diving Code Article 70 or the USOC's Bylaws, Section 9.

- B. After acceptance of nominations by the USOC, the USOC has jurisdiction over the Team under the USOC Code of Conduct and Grievance Procedures. This occurs no earlier than 45 days and no later than 30 days prior to the Opening Ceremonies of the Games (unless expressly waived by the USOC).

A Team member who is accepted by the USOC is subject to the USOC Code of Conduct and Grievance Procedures.

- C. An athlete may be removed as a nominee to the Team or from the Team at any time for violation of IOC, PASO, IPC, WADA, IF, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable. In such instances, the adjudication process will be managed through the United States Anti-Doping Agency.

IV. REPLACEMENT OF ATHLETES

- A. Describe the process by which the replacement pool of athletes will be identified:

The replacement pool will consist of those athletes who participated in the 2012 Olympic Trials – Diving.

- B. Describe how the replacement athlete(s) will be selected, should a vacancy occur:

- i. prior to acceptance of nominations by the USOC:

In the event an athlete/team is removed from the Team under the procedures set forth in Section III.A.

(1) If a synchronized diving team needs to be replaced then the highest finishing team from the 2012 Olympic Trials – Diving that has not already been selected would be the replacement athletes unless the CCE makes a determination to only replace one athlete pursuant to the following. Notwithstanding the

foregoing, USA Diving has conducted many of its synchronized selections for other competitive events by allowing athletes to compete with multiple partners. For this reason and in the event that one member of a synchronized team has to be replaced, USA Diving's High Performance Director (HPD) will make a recommendation to the CCE as to whether another athlete can replace the removed athlete without having to replace the entire synchronized team or whether it will be necessary to replace the entire team. If the decision is to replace only one athlete, the HPD will make a recommendation as to who the remaining athlete will be paired with based on previous selection trials' results and the High Performance Director's evaluations from the synchronized assessment camps conducted since 2009. The CCE will then make the decision to replace either the single athlete or the entire team.

(2) If an athlete in an individual event needs to be replaced then the highest finishing athlete from the 2012 Olympic Trials – Diving that has not already been selected for that event will be the replacement athlete.

- ii. after acceptance of nominations by the USOC:

SEE IV.B.i. (1) and (2) above.

- C. Identify the group or committee that will be responsible for making athlete replacement determinations:

- i. Group or committee who determines the replacement pool:

The USA Diving Committee for Competitive Excellence, in consultation with the High Performance Director

- ii. Group or committee who determines a replacement to the Team:

- a. prior to acceptance of nominations by the USOC:

The USA Diving Committee for Competitive Excellence, in consultation with the High Performance Director

- b. after acceptance of nominations by the USOC:

The USA Diving Committee for Competitive Excellence, in consultation with the High Performance Director.

During the games, the decision regarding replacements will be made by Team Leader in consultation with the Head Coach and Assistant Head Coach.

V. SUPPORTING DOCUMENTS

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

VI. REQUIRED DOCUMENTS

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

USA Diving's Code of Conduct (Exhibit C)
USA Diving National Team Agreement (Exhibit D)

VII. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOC approved Selection Procedures (complete and unaltered) will be posted/published by USA Diving in the following locations:

- A. NGB Web site: www.usadiving.org
These procedures will be posted as soon as possible, but not more than five business days following notice of approval by the USOC.
- B. NGB Official Publication (if any): Inside USA Diving published twice yearly
- C. Other: USA Diving E-Newsletter published semi-monthly

VIII. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOC on: June 25, 2012

IX. MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule and duration of mandatory training and/or competition:

At the date of these procedures no mandatory training or competition has been determined for the 2012 Olympic Team – Diving. In the event that such mandatory training or competition is required for the Team, USA Diving will immediately notify each Team member and that athlete's coach at least 30 days in advance.

X. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, IPC, PASO, WADA, IF, USADA and USOC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IOC, IPC, PASO, WADA, IF, USADA and USOC Rules, as applicable.

XI. DEVELOPMENT OF SELECTION PROCEDURES

The following committee/group (include names and titles) was responsible for creating these Selection Procedures:

Steve Foley, High Performance Director
Richard Schavone, Vice Chair, Competitive Excellence
Steve McFarland, FINA Technical Diving Committee Representative
Justin Wilcock, AAC Representative
Bill Farrar, Vice Chair, Administration
Committee for Competitive Excellence
Richard Schavone, Chair; Megan Neyer, Julian Krug, Ed Goodman, Bob Rydze, Matt Scoggin, Steve Foley, Steve McFarland, Justin Wilcock, Laura Wilkinson

XII. NGB BYLAWS AND GRIEVANCE PROCEDURES

The USA Diving Bylaws and Grievance Procedures can be found at:
www.usadiving.org/05redesign/resources/rulebook.htm

XIII. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, PASO, as applicable, and/or FINA rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, PASO, as applicable, and/or FINA rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Diving. However, the selections are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures will be revised, pursuant to their resubmission to the USOC.

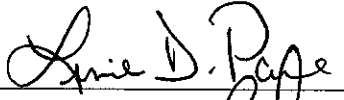

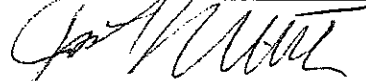
XIV. ATHLETE OMBUDSMAN

Athletes who have questions regarding their opportunity to compete that are not answered by USA Diving may contact the USOC Athlete Ombudsman, John W. Ruger, by:

- Toll free telephone at (888) ATHLETE (1-888-284-5383)
- E-mail at john.ruger@usoc.org
- <http://www.teamusa.org/about-usoc/athlete-ombudsman>

XV. NGB SIGNATURES

I certify that I have read, understand and incorporated our IF and/or CF (PAG only), if applicable, standards/criteria into our Selection Procedures and that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Diving.

Position	Print Name	Signature	Date
NGB President or CEO/Executive Director	Linda Paul		3/2/11
Nat. Team Coach, Head Coach, or Nat. Program Director	Steve Foley		3/1/11
USOC Athletes' Advisory Council Representative*	Justin Wilcock		2/25/11

*If USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

*Signature by the AAC Representative constitutes that he/she has read and understands the Selection Procedures and certifies that the Selection Procedures submitted represent the method approved by the NGB. If the AAC Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB, he/she may submit those reasons in writing to his/her Sport Performance representative.

EXHIBIT A
PETITION FOR INVITATION TO
2012 OLYMPIC TRIALS – DIVING
OR TO BE PLACED ON THE
2012 OLYMPIC TEAM - DIVING

Petitions to be invited to the 2012 Olympic Trials – Diving or to be placed on the 2012 Olympic Team - Diving may be submitted to the CCE for consideration by the set forth procedures for the event. Please provide information for all questions/sections, indicating any section which does not apply. INCOMPLETE APPLICATIONS WILL NOT BE CONSIDERED.

Date _____

Individual or Team Member 1

Name _____

Address _____

Phone _____

Email _____

Coach's name _____

Coach's phone _____

Coach's email _____

Team Member 2

Name _____

Address _____

Phone _____

Email _____

Coach's name _____

Coach's phone _____

Coach's email _____

1. Petitioning for admittance into what event (please check)

3M Individual _____ 10M Individual _____ 3M Synchro _____ 10 M Synchro _____

2. State the individual/team's list of dives and total DD for each event being petitioned

3. Provide a detailed statement of the individual/team's most recent performance results

4. Identify any extraordinary circumstances the individual/team believes impacted the individual/team's prior performance or ability to participate in qualifying events.

5. Are you already qualified for any event in the 2012 Olympic Trials – Diving, and if so, what?

3M Individual _____ 10M Individual _____ 3M Synchro _____ 10 M Synchro _____

By signing this form, the individual/team and the individual/team's coach(es) are verifying that the individual/team can successfully perform the dives listed on the form.

Individual/Team Member 1 signature

Team Member 2 signature

Coach(es) signature(s)

Submit Petition to the Vice Chair, Competitive Excellence, Richard Schavone by email at schavone@gmail.com

EXHIBIT B
USA DIVING, INC.
Medical Information in Support of Athlete Petition
(Please type or print clearly)

Explanation: Section A is to be completed by the athlete. The remaining sections are to be completed by a licensed and practicing physician (MD, DO) and submitted with the athlete's petition. The report must include a response for each question or category. Written reports, test results, x-rays, etc., may be attached and referenced in response to any section of the form. This form can be copied and typed or printed by hand or used as an outline to guide a written or dictated report. This form must be signed by the athlete and the physician completing the report.

The report will be reviewed by head physician for USA Diving, Inc. or a designated representative. The reviewing physician will then submit a report to the Committee for Competitive Excellence and the CCE will ultimately make a decision regarding eligibility for the trials or selection to the team, as the case may be. The CCE has the option of making additional inquiries to the injured athlete, examining physician, the reviewing physician, or any other medical consultants of their choice. Any challenges or appeals to the decision will follow the procedures established for USAD team selection.

A. Background Information (To be completed by Athlete)

Athlete's name _____ Phone No. _____

Address _____

City _____ State ____ Zip _____

email address _____

Coach's name _____ Phone No. _____

email address _____

Name and medical specialty of examiner _____

Phone No. _____ email address _____

Date of report _____

Date of examination upon which report is based _____

Name and date of competition _____

B. Medical History (To be completed by attending physician or specialist)

Date of injury or date of onset of symptoms _____

Cause or mechanism of injury or condition

Major symptoms associated with injury or condition

Prior history of similar or related condition

History of concurrent injuries; prior unrelated injuries; or other active medical problems; include current status

Physical limitations: which dives and which aspects of training are affected? How? Has it been necessary to cut back or stop training? How much?

C. Physical Examination and Test Results (To be completed by attending physician or specialist)

Physical examination findings, including pertinent positive and negative findings

Diagnostic testing (x-ray, CT scan, MRI, bone scan, laboratory, other); include date of study and results

D. Diagnosis (To be completed by attending physician or specialist)

E. Treatment/rehabilitation (To be completed by attending physician or specialist)

Treatment (medications, injections, splints, braces, tape, physical therapy, surgery, chiropractic, massage therapy); specify which therapies have been done, duration/time of therapy, and results.

Disposition (please check one and provide explanation)

- a. Cleared to train and compete without restrictions on (date):**
- b. Cleared to train and compete with the following restrictions (as specified below)**
- c. Cleared to train and compete after completing the following course of treatment (as specified below)**
- d. Not cleared to train or compete until: (please specify what needs to be done; i.e, further testing, consultation, second opinions, successful completion of functional testing, etc.)**

Prognosis: (please provide narrative statement that addresses expectations for recovery; including whether or not full recovery is expected, when recovery is expected, or if partial or permanent

impairment is expected)

Extenuating circumstances (e.g., conflicts with school, work, insurance status RE: receiving medical care; non-medical issues that prohibit training or competition at this time); if "yes," please explain.

G. Additional Comments (To be completed by attending physician or specialist)

Athlete

Physician

Signature _____
Printed Name _____
Date _____

Signature _____
Printed Name _____
Date _____

EXHIBIT C

USA DIVING, INC. CODE OF REGULATIONS SUBPART D - CODE OF CONDUCT

Article 80 - General Conduct

580.1 Applicability.

(a) All members of USA Diving shall abide by this Article 80 of the Code of Conduct.

(b) Nothing in this part, Articles 80, 81, 82, 83, and 84, shall be construed to create liability on the part of USA Diving, Inc. for any injury or damage suffered or claimed to be suffered by any person, whether or not involved in activities described herein, and whether or not arising from a violation of provision contained herein. The contents of the specified Articles do not create a duty on the part of USA Diving to supervise its members or others for the benefit of any individual. The purpose of these Articles is limited to the establishment and enforcement of the Codes of Conduct solely for the benefit of USA Diving. No other person or entity is an intended beneficiary hereof, except to the limited extent necessary to support standing as a complainant in the administrative remedies provided for herein.

580.2 Acceptance.

(a) By applying for membership in USA Diving, an individual accepts and agrees to abide by this Code of Conduct as a condition of membership.

(b) In the case of athletes who have not yet attained an age of legal majority, a parent or legal guardian must also accept and agree to abide by this Code of Conduct on behalf of the athlete as a condition of membership.

580.3 Adherence to domestic law.

(a) All members of USA Diving are expected to adhere to federal, state, and local laws, and to avoid acting in any manner that would bring disrepute upon the organization of USA Diving. As stated in Article 70 of the *USA Diving Code*, any actions that bring disrepute on the organization are grounds for expulsion.

(b) Certain legal actions against a member or applicant constitute grounds for immediate action by USA Diving Specifically,

(1) A felony conviction within the United States is sufficient reason for the rejection of a membership application or revocation of membership.

(2) A felony indictment or other formal charge of a crime within the United States is sufficient reason for suspension from involvement in the business of USA Diving until the conclusion of litigation.

(3) Any rejection, revocation, or suspension authorized by (b)(1) or (2) is effective upon notice by the Vice Chair Administration to the member or applicant. Such actions may be appealed in accordance with the procedures established in Subpart C of this *Code*.

580.4 Other prohibited behavior.

(a) **Violent crimes.** Violent crimes or acts that involve the abuse or exploitation of children is unacceptable. A criminal history of violent crime or abuse or exploitation of children is cause for denial or revocation of membership.

(b) **Alcohol or controlled substances.**

(i) **Alcohol restrictions.** The abuse of alcohol is prohibited and is a violation the Code of Conduct. Additionally, any member acting as spectator or official visibly under the influence of alcohol, will be considered in violation of the Code of Conduct.

(ii) **Drug restrictions.** Use of controlled or banned substances other than those prescribed by a physician is prohibited. Members are reminded of the consequences that could result

from prosecution of a drug-related offense.

(c) **Sexual harassment.** Any unwelcome sexual conduct is unacceptable. Any sexual advances directed at a minor are particularly objectionable. Any athlete, coach, or official who engages in "quid pro quo" behavior or behavior that creates or contributes to a sexually hostile environment is violating this Code of Conduct.

(d) **Discrimination based on race, religion, national origin, or gender.** In accordance with 239.5, which asserts that all activities of USA Diving are to be conducted without regard to race, religion, national origin, or gender; any discriminatory act or acts that create a hostile environment for other members are violations of this Code of Conduct.

(e) **Indiscreet or Destructive behavior.**

(i) Indiscreet or destructive behavior will not be tolerated.

(ii) **Hazing,** Any form of hazing as well as so-called "initiations" that include unwanted or uninvited touching of one person by another, or activity that humiliates or demeans another person, with or without that person's consent, shall be deemed to be indiscreet and destructive behavior and is specifically classified as a Penalty 3 violation under 584.3. Every effort should be made to avoid "guilt by association" with such activities.

580.5 Duty to report violation. It is the duty of any USA Diving member who observes an obvious violation of this Code of Conduct to report it.

580.6 Penalties. Penalties for violations of the provisions of this Article 80 shall be assessed in accordance with Article 84 of this subpart.

Article 81 -- Conduct on International Trips and for Competitive or Training Activities Conducted by USA Diving

581.1 Applicability.

(a) All members involved in the competitive preparation of the athletes and the athletes will abide by this Code of Conduct. This includes Team Leader, coaches, official and unofficial, athletes, trainers, massage therapists, psychologists, and other members identified by the Team Leader as part of The Competitive Preparation Team. Although not part of The Competitive Preparation Team, USA Diving members, employees or contractors traveling with and/or staying with the Team are subject to this Code of Conduct during the time they are with the Team. (e.g. If traveling with the Team to and or from the competition the code would apply during travel only, if traveling separately but staying with the Team the code would apply during the stay at the hotel only).

(b) The determination of the status of any person shall be made without regard to whether such person's travel, room and board, or other expenses are being paid, in whole or in part, by the Corporation or from other sources. For all purposes in this Article 81 the group defined by sections (a) above shall be referred to as the "Team."

(c) Notwithstanding the foregoing, it is recognized that a coach or staff member may have official duties as a representative of the Corporation and it may be necessary for such person to attend meetings or other functions and participate in activities that would result in a violation of this Code of Conduct. On a trip by trip basis the Vice Chair, Competitive Excellence or the Chief Executive Officer will inform the Team Leader of the possibility of such situations and the Team Leader will inform all team members and staff. In the event that such situations become known only after the Team has arrived at the meet site the Team Leader will have the same authority as the Vice Chair, Competitive Excellence or the Chief Executive Officer to permit attendance at such functions by specified coaches or staff members. In such situations conduct by a coach or staff member will not be a violation of this Code of Conduct.

581.2 Acceptance.

(a) All participating Team members will accept the guidelines, duties, and responsibilities of

their respective positions.

(b) The Corporation may designate a specific individual as the "Team Leader" who will be the person in charge. In the event that a specific Team Leader is not appointed, in that event the head coach or another staff member shall be designated the person-in-charge of the trip prior to departure and shall perform the duties of Team Leader under this Article 81.

(c) This Code of Conduct for International Trips must be signed at the time an individual is named to the Team for an international trip. In the case of Junior athletes, a parent or legal guardian also must sign. The provisions of the Code of Conduct take effect on the date and time when travel to the meet is initiated and continue in force until the date and time on which travel is completed.

(d) The Team Leader, with the approval of the CCE, may modify this Code of Conduct for International Trips for specific competitions. This Code of conduct, and any trip specific modifications, must be available for review and signature by Team Members at time of qualification or selection.

581.3 Team meetings.

(a) All members of the staff will meet as soon as possible to discuss Team policies and be sure all staff members have a common understanding of the expected standards of conduct before meeting with the athletes.

(b) As soon as possible after the staff meeting, a full Team meeting should take place. The Team Leader must ensure that:

(1) The Code of Conduct is thoroughly reviewed with all participants;

(2) Per Diem is distributed to athletes;

(3) A team captain is elected;

(4) Training times are set for upcoming days as far in advance as possible;

(5) All Team members are aware they must:

(i) Train together unless excused by the Team Leader; and

(ii) Wear USA-identifying clothing to all training and competition sessions;

(6) A Team meeting is held every day at a time and place designated by the Team Leader. Any absence from the daily Team meeting must be approved in advance by the Team Leader;

(7) Team members will attend each competitive session unless excused by the Team Leader;

(8) The team captain is assigned responsibility for organizing the Team in the stands so members can sit and cheer together; and

(9) When possible, an educational or recreational team function to see and learn about the area is planned at USA Diving expense.

581.4 Official uniform.

(a) All Team members will wear and/or use the official equipment and uniform supplied exclusively at all International competitions within the United States except for the athletes' swimsuits. Outside the United States the uniform is only required in the competition venue.

(b) When traveling, the dress code prohibits jeans, cutoffs, T-shirts and sandals. The team will wear collared shirts or blouses when arriving in a foreign country, unless otherwise directed by the Team Leader.

581.5 Adherence to foreign laws. Team members are reminded that laws of most countries are significantly different from the laws of the United States. U.S. citizenship does not grant immunity to the laws of foreign nation when a guest of that nation. Violating laws of a foreign nation can result in significant detriment to an individual. Most foreign nations do not grant the individual, whether a citizen or guest, the personal rights to which U.S. citizens are accustomed. The Corporation may not be able to render assistance in the event a Team member is taken into custody. Generally, the exercise of good behavior, common sense and "good neighbor" principles will be sufficient to avoid unwanted incidents.

581.6 Curfew.

- (a) Curfew for all trips is 11 p.m. until the last day of competition and 1 a.m. the last night before departure for all athlete Team members.
- (b) Curfew for non-athlete Team members will be as set by the Team Leader.
- (c) In exceptional circumstances, the Team Leader may change the curfew.

581.7 Prohibited behavior.

- (a) **Alcohol restrictions.** On International trips, the use or possession of alcohol is prohibited and is a violation the Code of Conduct. Additionally, any Team members visibly under the influence of alcohol, will be considered in violation of the Code of Conduct.
- (b) **Drug restrictions.** Use of drugs other than those prescribed by a physician or approved by a staff member is prohibited. Team members are reminded of the consequences that could result from prosecution of a drug-related offense in a foreign country. FINA rules also prohibit the use of specified drugs.
- (c) **Tobacco restrictions.** Smoking or use of tobacco products in public while on a team trip is unacceptable.
- (d) **Indiscreet or Destructive behavior.** Indiscreet or destructive behavior, including, but not limited to indiscreet sexual behavior, is prohibited and will not be tolerated. Every effort should be made to avoid "guilt by association" with such activities.
- (e) **Hazing.** Any form of hazing as well as so-called "initiations" that include unwanted or uninvited touching of one person by another, or activity that humiliates or demeans another person, with or without that person's consent, shall be deemed to be indiscreet and destructive behavior and is specifically classified as a Penalty 3 violation under 581.3. Every effort should be made to avoid "guilt by association" with such activities.
- (f) **Medicines.** The distribution by a Team member other than the authorized medical staff of any prescription to another Team member is prohibited and is a violation of the Code of Conduct.
- (g) **Minors.** Unless authorized in writing by the minor Team member's parent or legal guardian delivered to the Corporation prior to the commencement of the trip, at no time will the Team Leader leave the charge of any minor Team member to any adult athlete Team member regardless of how responsible the Team Leader may feel the adult athlete Team member or minor athlete Team member are. Additionally, at no time what-so-ever will a minor athlete Team member or group of minor athlete Team members be left in their own charge, except when in their hotel room.
- (h) **Personal activities.** Participation in activities with family or friends when those activities conflict with Team training, Team functions, or attendance at competitive sessions is not permitted.

581.8 Spouses or Parents. The spouse or parent of a Team member who accompanies a team on an International trip will have no voice in Team matters and should not interfere in any way with Team activities, unless that person is designated as an official Team member. Violators of this provision will not be permitted to travel with an International team in the future.

581.9 Reports. All Team members (staff and athletes) on the return trip must complete a debriefing report. Athletes reports must be collected by the Team captain, placed in a sealed envelope, and given to the Team Leader.) All reports should then be forwarded to the USA Diving National Office for review by the appropriate committee for analysis and any necessary action.

581.10 Failure to report violation. Any Team Leader who fails to report a Code violation is also in violation of the Code of Conduct and subject to its penalties.

581.11 Team member agreement for international competition.

I hereby agree to abide by the rules of conduct set forth in Article 81 above, and acknowledge that, should I violate any provision contained in Article 81, I will be subject to disciplinary action as set forth in Article 84, including, but not necessarily limited to, suspension from future domestic and international trips sponsored by USA Diving, loss of financial support, or expulsion from the Corporation.

Date Signature of Team member

Competition Signature of Athlete's Parent or Legal Guardian

581.21 Code of conduct for other activities conducted by USA Diving.

(a) The Committee for Competitive Excellence will prepare a code of conduct for all athletes and coaches participating at the National Training Center, Olympic Performance Squad Selection Camps, the elite training camps, and such other activities conducted by USA Diving as the CCE deems appropriate. All athletes and coaches participating in such activities shall be required to read and accept that code of conduct as a condition of participation.

(b) The Committee for Competitive Excellence will define the penalties for violation of the code of conduct consistent with the provisions of Article 84.

(c) The Committee for Competitive Excellence will make a determination as to the applicability of this section to specific activities. The National Office will make notification of that applicability to applicants or participants, as the case may be, in the first announcement or invitation.

Article 82– Coaches' Code of Conduct

582.1 Objective. The conduct and ethical behavior of a coach member of the Corporation is determined by the degree of respect with which the coach interacts with the public that the coach serves. This public consists of fellow coaches, athletes, administrators, media and the public in general. The intent of this Coaches Code of Conduct is to define the parameters of that interaction, and to provide a means for requiring adherence to the component of the code of conduct. Compliance with the Coaches Code of Conduct depends primarily upon understanding and voluntary compliance, secondarily upon reinforcement by peer and public opinion, and finally, when necessary, and as a last resort, upon enforcement through disciplinary proceedings.

582.2 Personal conduct.

(a) The integrity of the sport of diving is imperative. Coaches shall respect and teach the dignity of the sport, its officials and competitors, and the clubs, teams and organizations they represent; and the rules, regulations, and policies governing those organizations.

(b) A coach shall wear appropriate attire to complement the integrity and professionalism of the sport of diving. When necessary a coach shall be sensitive to national sponsors and the apparel provided for specified events and special occasions.

(c) In the sport of diving, coaches are regularly called upon to serve as judges and referees. A coach member of the Corporation shall conduct herself/himself in an honest and unbiased manner basing the coach's judgment solely upon the technical skills and aesthetics of the performance as provided for in the rules of competition.

(d) All professional communication shall be conducted in an honest, open manner consistent with the best interest of the sport and the Corporation. Integrity is a basic part of coaching, whether financial or dealing with events, entries, athletes, parents, and administrators. A coach member's communication should be accurate at all times to the best of the coach's knowledge and belief.

(e) A coach member shall not abuse alcohol. A coach member shall not use or possess any controlled substance without proper medical authorization. A legal conviction for illegal possession or sale of any controlled substance shall be a per se violation of this provision.

582.3 Coaches' Recruiting. In all matters regarding the changing of organizational affiliation of athletes, the initiation of the discussion of such change shall be by the athlete or the athlete's legal guardian and not by the coach or anyone acting on behalf of the coach.

582.4 Coach to athlete.

- (a) A coach will always make decisions based on the best interest of the athlete.
- (b) A coach member shall not engage in sexual relations with a minor.
- (c) A coach shall not otherwise engage in sexual misconduct. Sexual misconduct consists of any behavior that utilizes the influence of the coaching position to encourage inappropriate intimacy between coach and athlete.
- (d) A coach of a collegiate athlete shall not engage in sexual relations with any collegiate athlete they coach, regardless of the athlete's age.
- (e) A coach shall not provide, encourage, or engage in the use of controlled substances or abuse alcohol with an athlete.

582.5 Coach to community. Conviction of a coach for a crime of moral turpitude shall be a per se violation of this Code of Conduct. (See also 582.2 above.)

582.6 Enforcement procedures.

- (a) Enforcement of this code of conduct shall be by means of the procedures described in 470.2 or 470.3.
- (b) Notwithstanding the provisions of 470.4, any Board of Review impaneled for consideration of a breach of this Code of Conduct shall have five members at least two of whom are coach members in good standing of USA Diving and who may also be members in good standing of a professional diving coaches association.

Article 83 – Supplemental Standards of Ethical Conduct for Officers and Directors

583.1 Basic Obligation. Service as an officer or director within USA Diving is a position of trust. Each officer and director has a responsibility to USA Diving and its members to place the welfare of the organization above private gain. To ensure that every USA Diving member can have complete confidence in the integrity of USA Diving, each officer and director shall respect and adhere to the principles of ethical conduct set forth in this section, as well as the general standards of conduct established in Article 80.

583.2 General principles. The following general principles apply to every USA Diving officer and director. In situations not covered by the standards set forth below, officers and directors shall apply the principles set forth in this section in determining whether their conduct is proper.

- (a) Officers and directors shall not hold financial interests that conflict with the conscientious performance of duty.
- (b) Officers and directors shall not engage in financial transactions using nonpublic information or allow the improper use of such information to further any private interest.
- (c) An employee shall not solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities with USA Diving or whose interests may be substantially affected by the performance or nonperformance of the officer's or director's duties.
- (e) Officers, directors, and committee chairs shall not knowingly make unauthorized commitments or promises of any kind purporting to bind USA Diving
- (f) Officers and directors shall not use their USA Diving posts for private gain.
- (g) Officers and directors shall act impartially and not give preferential treatment to any private organization or individual.
- (h) Officers and directors shall adhere to all laws and regulations that provide equal opportunity for all Americans regardless of race, color, religion, sex, national origin, sexual

orientation, age, or handicap.

(i) Officers and directors shall endeavor to avoid any actions creating the appearance that they are violating the law or the ethical standards set forth in this article. Whether particular circumstances create an appearance that the law or these standards have been violated shall be determined from the perspective of a reasonable person with knowledge of the relevant facts.

583.3 Disqualifying financial interests.

(a) **General restrictions.** Officers and directors are prohibited from participating personally and substantially in an official capacity in any particular matter in which the officer or director or any person whose interests are imputed to that officer or director has a financial interest.

(b) **Definitions.** For purposes of this section, the following definitions shall apply:

(1) *Direct and predictable effect.*

(i) A particular matter will have a direct effect on a financial interest if there is a close causal link between any decision or action to be taken in the matter and any expected effect of the matter on the financial interest. An effect may be direct even though it does not occur immediately. A particular matter will not have a direct effect on a financial interest, however, if the chain of causation is attenuated or is contingent upon the occurrence of events that are speculative or that are independent of, and unrelated to, the matter.

(ii) A particular matter will have a predictable effect if there is a real, as opposed to a speculative possibility that the matter will affect the financial interest. It is not necessary, however, that the magnitude of the gain or loss be known, and the dollar amount of the gain or loss is immaterial.

(2) *Imputed interests.* For the purposes of this article, the financial interests of the following persons will serve to disqualify an officer or director to the same extent as if they were the officer's or director's own interests:

(i) the officer's or director's spouse;

(ii) the officer's or director's child or parent;

(iii) the officer's or director's general partner;

(iv) An organization or entity in which the officer or director serves as officer, director, trustee, general partner, or employee; and

(v) A person with whom the officer or director is negotiating for or has an arrangement concerning prospective employment.

Article 84 - Penalties for Violations of the Code of Conduct

584. 1 Introduction.

(a) The penalties set forth in sections 584.2 through 584.10 shall be presumed to be correct. Actual penalties for particular wrongful conduct may be greater or lesser than the suggested penalties, depending on the seriousness of the conduct and the facts surrounding the acts giving rise to the violation. The National Board of Review shall have appellate jurisdiction over any deviation from the presumptive penalties.

(1) Penalties One and Two are specific to behavior on international trips and should be imposed by the Team Leader as soon as the infraction is discovered. The remainder of the penalties may be applied to any violations of this Code of Conduct by the the Vice Chair for Competitive Excellence and the Vice Chair Administration, or by either of them with the approval of the Chair of the Board or the CEO.

(2) Assessment of these penalties in no way limits the right of USA Diving to pursue legal remedies in civil or criminal court.

(3) Notwithstanding any provision of this Article 84 to the contrary, any athlete or other member of the Corporation shall have full rights as provided under Article 70 of the *Code*, Disciplinary Proceedings and Complaints regarding the violation of this Code of Conduct or the imposition of any penalty relating to a violation.

(b) (i) The penalties set forth in section 584.9 and 584.10 are applicable to all members of

USA Diving and are intended to be available to the initial reviewing authority or any appellate authority. (ii) The penalties are such that successive violations of the same provisions of the Code of Conduct are cumulative and will lead to a higher level of penalty. A single act may lead to the violation of more than one provision of the Code of Conduct and, therefore, the assessment of more than one penalty. Where violation of multiple provisions of the Code of Conduct include suspension for a period of time, it is the presumption that the suspensions will be served concurrently, not consecutively, unless it is determined that the acts warranting the suspension are of such an egregious nature that application of consecutive suspensions is warranted. (iii) For purposes of (ii) above, violations of the Code of Conduct leading to the imposition of a penalty enumeration in Penalty One through and inclusive of Penalty Five occurring more than three years in the past will not be considered.

584.2 Penalty One.

(a) For all international competitions, the Team member will be given a curfew for the remainder of the trip to which the athlete will have to adhere. A formal letter will be sent by the Team Leader to the CEO with a copy to the Chair of the International Diving Committee. The letter will be filed with the CEO and the Chair of the International Diving Committee as a first offense.

(b) If for any reason the athlete is found away from their room in violation of the curfew imposed pursuant to subparagraph (a) above, that violation will be considered a second offense and will earn Penalty Two; and, a formal letter detailing the nature of the offense and the penalty imposed shall accompany that athlete on the athlete's subsequent trip, at which point they would begin at Second Offense for any further violations.

584.3 Penalty Two.

(a) A formal letter will be sent to the CEO, Committee for Competitive Excellence and Board of Directors of USA Diving by the Chair of the International Diving Committee. At the first available time following the conclusion of the trip the Team member, his or her coach, and the Committee for Competitive Excellence will have a conference telephone call to discuss the violation and prevent another violation.

(b) A Team member must select i) to forfeit the next international trip for which they are selected or qualify, or ii) to personally pay all of the expenses and costs of the trip in advance and will receive no per diem.

584.4 Penalty Three.

(a) Any Team member in violation will be suspended from all international competition for six months and will forfeit any current and/or future financial support for the term of the suspension. Suspension will be given at the time USA Diving notifies the Team member.

(b) For a Team member under the age of 18, the Team member will be sent home immediately from the competition at the parents' expense. If not possible, the Team member will be benched for the remainder of the meet. Notwithstanding the provisions of subparagraph (a) above, a Team member under the age of 18 will also not be eligible for the next international age group meet for which they may qualify.

584.5 Penalty Four. Disqualification from acting as a coach or instructor at any USA Diving-sponsored camp, clinic, or competition for one year.

584.6 Penalty Five. Suspension from all national and international competition for one year.

584.7 Penalty Six.

(a) The individual is banned from participation in USA Diving competitions for life. A letter will be sent that notifies all parties to the lifetime ban.

(b) The athlete under the age of 18 will be banned from all national and international

competition for one year and will be on probation for the remainder of their eligibility for age group events. If the athlete under the age of 18 is already on suspension, this ban is an additional year, not a concurrent year, for a maximum two-year penalty. Upon leaving age group competition, the athlete may ask for a Board of Review to begin the process at an earlier penalty stage, but shall abide by the findings of the Board of Review as a competitor over the age of 18.

584.8 Penalty Seven. Expulsion from the Corporation.

584.9 Specific infractions.

(a) Some specific infractions and corresponding penalties are listed below. They apply to both Senior and age group competitions, and to the general conduct of USA Diving business. This table is for guidance purposes only and is not intended to limit the range or duration of penalties imposed by an officer of USA Diving, Inc. or a Board of Review.

Violation Penalty	Level	Offense
First	1	Team disruption/failure to adhere to trip staff rules when traveling
First	1	Smoking or use of tobacco products in public
First	1	Personal activities in conflict with scheduled Team activities
First	1	Curfew violation
Second	2	Second curfew violation, same trip
First	3	Indiscreet behavior or destructive behavior, including indiscreet sexual behavior
First	5	Alcohol or substance abuse
Second	6	Alcohol or substance abuse
First	5	Theft of Team member, host, or USA Diving property
Second	6	Theft of Team member, host, or USA Diving property
First	4	Violation of the Coaches' Code of Conduct (Article 82)
Second	5	Violation of the Coaches' Code of Conduct (Article 82)
Third	6	Violation of the Coaches' Code of Conduct (Article 82)
First	6	Sexual harassment
Second	7	Sexual harassment
First	7	Sexual molestation, rape
First	7	Felony conviction of a violent crime
First	7	Felony conviction of sexually based crime involving a minor victim
First	5, 6, or 7	Ethical violations under Articles 80 or 83 depending on severity

584. 10 Additional Actions to Address Unethical Behavior.

(a) In response to either a formal complaint or circumstances that create the appearance of impropriety, an officer of USA Diving or a Board of Review may issue:

- (1) A letter reminding the offending member of the requirements of this Code of Conduct;
- (2) A letter of reprimand;

- (3) A letter of reprimand with a requirement of corrective action;
 - (4) A letter of censure; or
 - (5) A request that the Board of Director issue a public reprimand or censure.
- (b) Any of the actions listed above may be taken in addition to the sanctions provided in 470.1 or elsewhere in Article 84.

EXHIBIT D
NATIONAL TEAM AGREEMENT

USA DIVING
NATIONAL TEAM AGREEMENT

USA Diving, Inc. ("USA Diving") congratulates you on your selection as a Member of the 2012 Olympic Team – Diving! Because of the many privileges and responsibilities which athletes, coaches, team leaders and other members of the official delegation receive and incur as representatives of the United States and USA Diving in international and national competition, USA Diving requires that you sign this Agreement as a condition of your becoming a member of the National Team. This is a legally binding document, so please read it carefully before you sign it. **IF YOU ARE UNDER THE AGE OF 18 IT IS NECESSARY THAT YOUR PARENT OR LEGAL GUARDIAN ALSO SIGN THIS AGREEMENT**

AGREEMENT

In order to meet its obligations as the National Governing Body for the sport of diving, including fielding teams to represent the United States in international competition, USA Diving selects, trains, and funds National Team Athletes. As part of that process, USA Diving desires to provide the athletes, coaches and team leaders that comprise its National Team with various forms of support designed to assist the athletes in their training and competitive efforts.

I hereby accept USA Diving's offer to become a member of its National Team, and hereby agree to comply with each and all of the following terms and conditions. I recognize that as a member of the National Team I am serving as a representative of the thousands of people participating in diving throughout the United States who are members of USA Diving, and I will conduct myself accordingly.

(1) Definition of a National Team Member

For purposes of this National Team Agreement a National Team is defined as:

- a. An athlete selected by USA Diving to represent the United States in international competition both within and without the United States;
- b. A coach selected by USA Diving to represent the United States in international competition both within and without the United States;
- c. An administrative or medical staff member selected by USA Diving to represent the United States in international competition both within and without the United States;
- d. An official, including an official judge, selected by USA Diving to represent the United States at an international competition both within and without the United States;
- e. A member of the Olympic Performance Squad;

(2) Participation in Training Camps, Exhibitions and Competitions. If I am participating as an athlete, I will comply with all training requirements

established by the coach, team leader and/or USA Diving's High Performance Director. This includes, but is not limited to, requirements that I:

- i. participate in all Olympic Performance Squad (OPS) training camps for the full duration of those camps; unless excused by the High Performance Director
 - ii. attend all practices and events; and follow established procedures and present proper documentation when, under extenuating circumstances, I am unable to attend;
 - iii. adhere to training schedules and regimens;
 - iv. participate in all required psychological and physical testing;
 - v. maintain myself in competition-ready physical condition, including that I will:
 - (1) condition myself properly and complete all physical therapy necessary to maximize my performance;
 - (2) have verification of physical conditioning at any time.
 - (3) communicate my need for training alterations due to injury or illness to my Coach and the High Performance Director prior to any required training or competitive activity;
 - vi. Use my best efforts to keep myself in good health, and will:
 - (1) practice a safe and proactive approach to prevent illness and injury;
 - (2) promptly report any illness and/or injury to my coach and the High Performance Director; and
 - (3) maintain appropriate and healthy nutrition habits to sustain my ability to train and compete at the high intensity levels required for elite athletes.
- a. As an athlete, I will make every effort to be available to:
- (1) participate in national or international competitions when requested to do so by USA Diving, and
 - (2) perform to the best of my ability whenever participating in any competition.
- b. Upon arrival for a competition I will report immediately to the team coach or team leader for information regarding workout times, meals and other activities related to my participation.
- c. If I am participating as a team coach or team leader, I will comply with all requirements established by USA Diving, including that I will:
- (1) prepare and implement training schedules and regimens for athletes;
 - (2) voice all concerns within the coaches/team meetings;
 - (3) refrain from any conversations or activities which could be construed as inappropriate or divisive;
 - (4) support the decisions of and be responsive to the Team Leader, High Performance Director, and/or Head Coach; and
 - (5) not voice concerns, selection/competition results, or other

information from training/preparation or selection camps to non-National Team members via phone, e-mail or other method.

- d. As a team coach, team leader or other member of a delegation, I will make every effort to be available to:
 - (1) participate as such at national or international competitions when requested to do so by USA Diving, and
 - (2) perform my duties to the best of my ability whenever participating in any competition or exhibition.

(3) Reimbursement of USA Diving and the USOC Upon Withdrawal.

I understand and agree that any premature departure by me from the expected activities of the National Team shall be deemed to be a voluntary withdrawal, except a departure necessitated by my injury or illness certified by a USOC or USA Diving physician, or an extreme personal or family emergency. In case of a dispute, I agree that the USA Diving National Board of Review shall determine whether the withdrawal is voluntary.

I hereby acknowledge that if I voluntarily withdraw from the National Team Program, or from any OPS camp, training camp or competition for which my participation is expected as a National Team member:

- a. I shall reimburse USA Diving for all costs incurred on my behalf for travel, lodging and all other expenses reasonably and customarily associated with the National Team program; and
- b. I shall reimburse the United States Olympic Committee ("USOC") to the full extent of any Athlete Support Grants and Performance Pool Funding that I have received for 2010, if requested to do so by the USOC if applicable.

(4) Compliance with Rules. I will abide by the rules for diving events and participants as established by USA Diving and/or Federation Internationale de Natation Amateur (FINA).

(5) Code of Conduct. I will comply at all times and in every respect with the "Code of Conduct for USA Diving, Inc.," a copy of which is attached hereto as "Exhibit A," when attending as a coach/diver participant in USA Diving-sponsored OPS and selection camps paid for by USA Diving or participating in a competition as a National Team athlete, coach, team leader, or official medical staff member of the delegation.

(6) Eligibility Rules. As an athlete, I will comply at all times and in every respect with the eligibility rules established by FINA and USA Diving.

(7) Banned Substances. As an athlete, I will not commit a doping violation as defined by the International Olympic Committee (IOC), the World Anti-Doping Agency ("WADA"), FINA, the U.S. Anti-Doping Agency ("USADA") or the USOC.

I understand that it is my sole responsibility to provide to USADA information concerning my whereabouts whenever my contact information changes, and that my failure to do so may result in sanctions being imposed upon me by USADA, the USOC, WADA or FINA, including those given for a positive drug test.

I AGREE TO SUBMIT TO PERIODIC, UNANNOUNCED DRUG TESTS AS CONDUCTED BY THE IOC, WADA, FINA, USADA OR THE USOC.

- (8) Travel and Lodging. I agree to travel with the National Team and use the food and lodging services provided for the National Team. If for any reason I cannot do so, I hereby assume any and all additional costs resulting from my decision not to take advantage of (or to change) the transportation, food and/or lodging services provided by USA Diving while traveling with the National Team.
- (9) Passport. I will have in my possession at all times a valid and current passport when attending international competitions as a National Team athlete, coach, team leader, or other member of the delegation. I will provide additional passport-style photos for use in visa applications. I will notify the USA Diving National Office of my passport number, place of issue and date of issue, and, as an athlete, I will notify the team coach or team leader of my passport number, place of issue and date of issue. I agree to renew my passport in a timely manner recognizing that the expiration date should always be more 90 days following the completion of any international travel as part of the National Team.
- (10) Appearance. I will dress in appropriate National Team apparel provided by USA Diving's national suppliers and sponsors, as required, including warm-up, competitive and travel apparel. With the exception of "competitive gear" as determined by the USOC, I will refrain from wearing apparel manufactured by or displaying the logo or name of a school, club, organization or a competitor of USA Diving's national suppliers and sponsors when:
- a. I participate in public or media appearances as a member of the National Team and or USA Diving.
 - b. I appear in any advertisement or other commercial promotion in which my name or likeness is associated with the National Team and or USA Diving.
- (11) Promotional Activities. I will participate in promotional events arranged to publicize USA Diving, the sport of diving and competitions in which the National Team will participate. I further understand and agree that USA Diving has the sole and exclusive marketing rights to the name of the National Team, and that in arranging for my participation as part of such, USA Diving is acting as the owner of those intellectual property rights and not as an agent for me as an athlete.
- (12) Media Activities. I will submit to reasonable requests for media interviews arranged by or through USA Diving. (USA Diving will consider your time commitments, previous obligations and specific training requirements when scheduling such interviews).

- (13) Use of Image. I grant to USA Diving the non-exclusive right to use, license, assign, sell or otherwise use my name, image likeness, voice or performance as an athlete, coach or team leader of the National Team (in accordance with NCAA regulations if applicable) indefinitely for the purposes of:
- a. promoting the sport of diving, my achievements as a diver, and the work of USA Diving (including sponsorship solicitation materials).
 - b. promoting events sponsored or sanctioned by USA Diving;
 - c. producing educational or safety materials;
 - d. producing television broadcasts, recordings or other factual accounts of the performance of the National Team or its members;
 - e. raising funds for USA Diving through the sale of merchandise (including photographs, posters and prints) featuring images of the National Team and/or National Team Athlete or any images or collection of images featuring more than one member of the National Team; and
 - f. As part of this commitment, I agree to pose for National Team pictures.
 - g. This license shall survive the expiration of the Term of this Agreement.
1. Medical Attention. I give my consent to USA Diving to provide, through a medical staff of its choice, customary medical care and athletic training, transportation and emergency medical services as warranted in the course of my participation as an athlete, coach, team leader or other official member of the National Team Program.
2. Waiver and Release. I AM FULLY AWARE OF THE RISK OF CATASTROPHIC INJURY, PARALYSIS, AND EVEN DEATH, AS WELL AS OTHER DAMAGES AND LOSSES, ASSOCIATED WITH PARTICIPATION IN DIVING. I FURTHER AGREE THAT USA DIVING INC., AND ITS SPONSORS, SUPPLIERS, EMPLOYEES, AGENTS, ATHLETES, COACHES, TEAM LEADERS, OFFICERS AND DIRECTORS SHALL NOT BE LIABLE FOR ANY LOSS OR DAMAGES OCCURRING AS A RESULT OF MY PARTICIPATION IN DIVING, EXCEPT FOR THAT WHICH RESULTS DIRECTLY FROM THE GROSS NEGLIGENCE OR WILLFUL MISCONDUCT OF ANY OF THE ABOVE.
3. Term. This Agreement is effective from the date of the Athlete's / Parent's, Coach's or Team leader's signature to December 31, 2012.
4. Discipline. I understand and acknowledge that, in the event that I do not fully discharge each of the above responsibilities that I have undertaken as a National Team athlete, coach or team leader, I will be subject to any or all of the following disciplinary actions which may be taken by USA Diving:
- a. Private Action: I may be counseled individually and in private by members of the Elite Level staff, USA Diving staff or their designees.

- b. Immediate Action: After a meeting with the National Team coach or his/her designee, the National Team staff or USAD officers, I may be temporarily or indefinitely suspended from all National Team activities, including, if I am an athlete, that I may be immediately scratched from competitions in which I am entered and if I am a coach or team leader, I may be precluded from participating in competitions, and may be sent home. I acknowledge that, if I am advised that I will be precluded from participating in a competition for disciplinary reasons, I have a right to a hearing.
- c. Delayed Action: USA Diving may recommend that the Committee for Competitive Excellence (CCE) may investigate my actions. If the committee requires my attendance at/or participation in one or more hearings, I will attend at my own expense.
- d. Code of Conduct Action: USA Diving's Code of Conduct provides for specific procedures and penalties for violations and I acknowledge those procedures and penalties may be applicable for a violation of the Code of Conduct.
- e. Final Action: Upon recommendation of the CCE, disciplinary proceedings before the USA Diving National Board of Review may be convened against me.

1. Governing Law. This Agreement is governed by the laws of the State of Indiana.

The signatures of the parties below indicate their willingness to be bound by the terms of this agreement.

I HEREBY CERTIFY THAT I HAVE READ THE FOREGOING AGREEMENT AND AGREE TO BE BOUND BY ITS TERMS.

Signature of athlete, coach, team leader, staff member or other official

Print name of athlete, coach, team leader, staff member or other official

Date

I HEREBY CERTIFY THAT I HAVE READ THE FOREGOING AGREEMENT AND MY CHILD'S ACKNOWLEDGMENT AND AGREE THAT MY MINOR CHILD WILL ABIDE BY THE AGREEMENT. I SPECIFICALLY ACKNOWLEDGE AND AGREE TO THE PROVISIONS CONTAINED IN SECTIONS 6, 12, 13, AND 14. I FURTHER AGREE THAT I WILL EXECUTE SUCH ADDITIONAL DOCUMENTATION AS MAY BE REQUIRED FOR DRUG TESTING, MEDICAL TREATMENT, PROMOTIONAL ACTIVITIES, OR INTERNATIONAL TRAVEL AS MAY BE REQUIRED OF ME ON BEHALF OF MY MINOR CHILD.

Signature of Parent or Legal Guardian if athlete, coach
or team leader is under 18 years of age

Printed Name of Parent or Legal Guardian

Date

Representative of
USA Diving, Inc.

Date