

USA RUGBY
ATHLETE SELECTION PROCEDURES
OLYMPIC GAMES, 2024
Women's Rugby 7s
Amended March 12, 2024

1. SELECTION SYSTEM

1.1. Provide the minimum eligibility requirements for an athlete to be considered for selection to the Team:

1.1.1. Nationality/Passport requirements:

Athlete must be a national of the United States at the time of selection or time of nomination.

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

1.1.2. Minimum International Olympic Committee (IOC), International Paralympic Committee (IPC), Pan American Sports Organization (Panam Sports) or Americas Paralympic Committee (APC) standards for participation:

Any competitor in the Olympic, Paralympic, Pan American or Parapan American Games must be a national of the country of the National Olympic Committee (NOC) or National Paralympic Committee (NPC) which is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the Olympic Charter (Rule 41), the IPC Handbook (Section 2, Chapter 3.1), the Panam Sports Constitution (Article 34.4-7), or the Americas Paralympic Committee bylaws (Chapter 2.4.12 of the IPC Handbook).

1.1.3. Minimum International Federation (IF) and/or Continental Federation (CF) (PAG and PPAG only) standards for participation (if any):

- All athletes are subject to World Rugby (WR) Regulation 8:
<http://www.worldrugby.org/wr-resources/WorldRugbyDIR/Handbook/English/pubData/source/files/Regulation8.pdf>
- All athletes must comply with the provisions of the World Rugby Elite Rugby Age Guidelines
<http://playerwelfare.worldrugby.org/?documentid=115>

1.1.4. Other requirements:

- Athlete must successfully complete all Games Registration requirements by stated deadline March 10, 2024.
- Any athlete age 18 or older will be required to undergo a background screen in accordance with the current [USOPC Background Check Policy](#).
- Any athlete age 18 or older as of the Closing Ceremony will be required to remain current with the U.S. Center for SafeSport's education and training requirements in accordance with the [USOPC Athlete Safety Policy](#).
- Athlete must be a member in good standing of USA Rugby.
- Athlete must be registered in the current year on Rugby Xplorer with USA Rugby

1.2. Tryout Events:

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

- 2023-24 USA Rugby Women's 7s Residency Program, Chula Vista Elite Athlete Training Center
- 2022-23 USA Rugby Women's 7s Residency Program, Chula Vista Elite Athlete Training Center
- 2023 Pan American Games, October 29th – November 6th, 2023 Santiago, Chile
- 2022 Rugby Sevens World Cup, September 9th – 11, 2022 Cape Town, South Africa
- 2021/2022, 2022/2023, & 2023/2024 Women's World Series Events:
 - Dubai 7s, November 26th-27th, 2021
 - Dubai 7s, December 3rd-4th, 2021
 - Spain 7s, January 21st-23rd & January 28th-30th, 2022
 - Langford 7s, April 30th – May 1st, 2022
 - Toulouse 7s, May 20th-22nd, 2022
 - Dubai 7s, December 2nd-3rd, 2022
 - Cape Town 7s, December 9th-11th, 2022
 - Hamilton 7s, January 21st-22nd, 2023
 - Sydney 7s, January 27th -29th, 2023
 - Vancouver 7s, March 3rd – 5th, 2023
 - Hong Kong 7s, March 31st – April 2nd, 2023
 - Toulouse 7s, May 12th – 14th, 2023
 - Dubai 7s, December 1st – 3rd, 2023
 - Cape Town 7s, December 8th – 10th, 2023
 - Perth 7s, January 26th – 28th, 2024
 - Vancouver 7s, February 23rd – 25th, 2024
 - Los Angeles 7s, March 1st – 3rd, 2024

- Hong Kong 7s, April 5th – 7th, 2024
- Singapore 7s, May 3rd – 5th, 2024
- Madrid 7s, May 31st – June 2nd, 2024
- 2022, 2023 & 2024 High Performance 7s Camps
 - January 2022 HP Camp, January 28th – February 2nd, 2022
 - March 2022 Pre-Australia Scrimmage HP Camp, March 6th – March 14th, 2022
 - March 2022 HP Camp, March 20th-March 25th, 2022
 - August 2022 Pre-World Cup HP Camp, August 3rd – 7th, 2022
 - October 2022 Pre-Dubai HP Camp, October 19th – 23rd, 2022
 - April 2023 HP Camp, April 12th – 16th, 2023
 - June 2023 HP Camp, June 7th – 11th, 2023
 - August 2023 HP Camp, August 9th – 13th, 2023
 - Fiji HP Trip, September 20th – 30th, 2023
 - October 2023 HP Camp, October 11th – 15th, 2023
 - November 2023 HP Camp, November 15th – 19th 2023
 - March 2024 HP Camp, March 18th – 24th 2024

Newly Added Qualifying events or changes in dates must be posted on www.usarugby.org and communicated to the athletes at minimum of 45 days in advance of the event.

- 1.2.2. Describe how athletes qualify for the events listed in 1.2.1.:
- 2021-2022 USA Rugby Women's 7s Residency Program, Chula Vista Elite Athlete Training Center
 - 2022-2023 USA Rugby Women's 7s Residency Program, Chula Vista Elite Athlete Training Center
 - 2023-2024 USA Rugby Women's 7s Residency Program, Chula Vista Elite Athlete Training Center
 - 2021-2022, 2022-2023, 2023 - 2024 Domestic 7s Competitions
 - Recommendations from USA Rugby Academies
<http://pathways.usa.rugby/ndp/>
 - Cross over athlete recommendations
 - USA Rugby or USOPC Talent Transfer Camps
 - USA Rugby College National Championships (15s & 7s)
 - College Rugby Championships (CRCs), New Orleans
 - USA Rugby Club Championships (15s & 7s)
 - WPL competition, dates TBD
 - PR7s tournaments in various cities, dates TBD
 - Performance during High School 7s & 15s Rugby games, including play-offs and championships
 - USA Rugby U23 Regional All Star Competition, dates TBD
 - USA Rugby Women's 15s International Tests, dates TBD
 - Collegiate All-American (U23) Camps (7s & 15s) dates TBD

- Jr. All-American (U20) Camps and Competitions (15s), dates TBD
- HSAA All-American (U18) Camps and Competitions (7s & 15s), dates TBD
- USA Falcon's competitions, dates TBD
- Recommendations and Video Submission from domestic and international coaches

NOTE: All dates and locations for future events will be posted at least 45 days in advance. Locations and dates may be changed by USA Rugby or other competition host in Fall of 2023 and/or Winter/Spring 2024. These as well as any changes or cancellations will be posted at www.usarugby.org within 5 business days of USA Rugby and or other competition host notification.

- 1.3. Step-by-step description of the selection process for these Games (include maximum Team size):

Team will be selected through discretionary measures as described in Section 2.

2. DISCRETIONARY SELECTION (if applicable)

- 2.1. Rationale for utilizing discretionary selection (if any): The sport of rugby is not a measured or timed event. Rugby is a team sport that requires a wide range of individual skills that combine to form effective units in a dynamic environment. In the selection of athletes who will compete together as a team, it is difficult to make selection decisions based solely upon objective criteria. It is the belief of USA Rugby that considering the mix of Selection Criteria set out in Section 2.3 will result in the best athletes who will work together and be the most competitive team.
- 2.2. Define the discretionary criteria to be used (if any): Rugby is a team sport requiring effective combinations and individual skills. Thus, the following discretionary criteria are considered in the selection of players. The collective whole of the team and balance of selections of athletes will be prioritized over any one criteria.
- 2.3. The following criteria shall be used to select the 2024 Olympic Games Team:

Physical

- Speed:
 - 10-meter sprint times
 - Max velocity (as measured by GPS)
- Aerobic/Anaerobic Fitness:
 - Bronco Fitness Test (1200 m shuttle run)
- Strength / Power:
 - Bench Press 1 Repetition Maximum (1 RPM)
 - Weighted Chin Up (1RPM)

- Squat (1 RPM)
- Countermovement jump

USA Rugby Strength & Conditioning Standards are developed by USA Rugby Coaches and Strength & Conditioning Coaches based on current international 7s play and minimum standards required to compete with the top tier 7s teams. USA Rugby's Standards are updated periodically as the level of 7s play increases. The standards can be found in Attachment B.

Technical

- Athletes will be evaluated on the four technical core skills (catch-pass, tackle, ruck, evasive running) based on performance in one of more of the events listed in Section 1.2.1
- Athletes will be evaluated on specialist skills (restart kicks, restart aerial skills, scrum engage, conversions kicks, lineout throws, lineout aerial skills) based on performance in one or more of the events listed in Section 1.2.1.

Tactical

- Athletes will be evaluated on tactical awareness in game situations in one or more of the events listed in Section 1.2.1 by national coaching staff which will be taken into consideration for selection.

Psychological/Social

- **RESPECTFUL:** On & off the field. On the field the athlete respects opponents and respects the rules of the game. The athlete respects the competitor's code, to play with the desire, constructive attitude, and competitive spirit of the game of rugby. The athlete treats equipment, facilities, teammates, coaches, officials, and all others with respect at all times, and leave meeting rooms, training venues, and other common areas better than when she finds it.
- **INTEGRITY:** The athlete attempts to do what's right no matter who's watching, even if the choice is unpopular or personally costly. The athlete does not engage in behavior that might cause division among players or staff. The athlete is mindful and cautious of remarks made to the media or others that may affect her teammates or the team overall.
- **LEADERSHIP:** The athlete positively influences teammates, making them better and more productive.
- **COACHABLE:** The athlete should be open and embracing of new ideas as well as criticism. The athlete is committed to placing the team's needs above their own and therefore selections will be made with the team's best interest in mind. The team comes first.
- **GROWTH:** The athlete has a growth-mindset— sees themselves as fluid, a work in progress.

- 2.4. Using the events in section 1.2.1 and the above criteria, section 2.3, the W7s Olympic Games Selection Committee shall submit a list of **12 names, plus 2 Alternate athlete**, and a list of replacements to the USOPC for nomination on or before **June 7, 2024**.
- 2.5. Name of the committee that will be responsible for making discretionary selections, or other decisions/recommendations directly impacting athletes in the selection process, along with a complete list of the members' titles:

General Manager of High Performance
Qualified 7s Female Athlete Representative
Qualified 7s Male Athlete Representative
Head Coach, USA National Women's Sevens Team, Emilie Bydwell
Assistant Coach, USA National Women's Sevens Team, Zack Test

- 2.5.1. Process that will be used to identify and handle any potential conflicts of interest involving a member of the committee:

All members of the selection committee must comply with USA Rugby's Conflict of Interest policy, to include completing and submitting a disclosure form for review by USA Rugby's Ethics Committee prior to convening the committee.

Any member of the selection committee who has an actual, possible, or perceived conflict of interest must disclose it to the USA Rugby's Ethics Committee prior to the start of the selection process and/or recuse him/herself from the review process and/or voting. A conflict of interest exists when a personal, family, financial, professional, club, team or business interest of the committee member poses a direct or indirect relationship, connection, or affiliation, past or present, with an athlete in contention for the applicable team selection that could compromise the committee member's ability to participate in the selection process in an unbiased manner. If a conflict exists, the USA Rugby's Ethics Committee shall review the conflict and determine the committee member's level of involvement (e.g., whether that committee member must recuse him/herself from participating in discussions and/or voting). For example, if it is determined that a committee member must recuse him/herself from voting, the ethics committee may still determine that a committee member who has relevant and necessary information with respect to athlete performance, for example a national team coach or high performance director, may, if requested by the selection committee, provide such information to the committee so long as such information is provided in a fair and unbiased manner and so long as the committee

member with the conflict of interest does not vote toward the final decision. The committee member must not otherwise influence other members of the committee in the selection process.

Additionally, any person (including any potentially impacted athlete or coach of a potentially impacted athlete) with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest to USA Rugby's Ethics Committee. Reports may be made anonymously. No committee member shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest.

Any recused individual shall be replaced in accordance with the USA Rugby selection committee appointment process.

3. REMOVAL OF ATHLETES

- 3.1. Prior to submitting athlete entries by name to the USOPC, the NGB/PSO has jurisdiction over potential nominees.

An athlete who is nominated to the Team by USA Rugby may be removed for any of the following reasons, as determined by USA Rugby:

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USA Rugby CEO/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USA Rugby. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Rugby, his/her injury will be assumed to be debilitating and he/she may be removed.
- 3.1.3. Failure to participate in Mandatory Training and/or Competition as defined in Section 9 of these procedures.
- 3.1.4. Violation of USA Rugby's Code of Conduct (Attachment A).
- 3.1.5. Non-compliance with the eligibility requirements listed in Section 1.1. of these selection procedures.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Rugby's Bylaws (USA Rugby: Article XI section 11.2 and 11.3) and the USOPC Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the USOPC, the USOPC has jurisdiction over the Team, at which time, in addition to any applicable NGB/PSO Code of

Conduct, the USOPC's Delegation Conduct Requirements apply, contained in the USOPC Games Delegation Terms. The USOPC Games Delegation Terms are specific to each Games and made available during the Games registration process; the USOPC's Grievance Procedures and Hearing Process are found within the Delegation Terms. See "Delegation Events" at <https://www.teamusa.org/Footer/Legal/Dispute-Resolution> for more information.

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, IPC, Panam Sports, APC, WADA, IF, USADA and/or USOPC anti-doping protocol, policies and procedures, as well as the U.S. Center for SafeSport Code, the USOPC Athlete Safety Policy and USA Rugby's policies, as applicable.

4. REPLACEMENT OF ATHLETES

- 4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:

- 4.1.1. Prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

Replacement players will be selected based on the needs of the team using the criteria outlined in section 2.2.

- 4.1.2. After submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

Replacement players will be selected based on the needs of the team using the criteria outlined in section 2.2.

5. SUPPORTING DOCUMENTS

USA Rugby 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.

6. REQUIRED DOCUMENTS

In addition to the USOPC Delegation Conduct Requirements, the following documents are required to be signed by an athlete as a condition of nomination to the Olympic, Paralympic, Pan American or Parapan American Games (included as attachment):

Code of Conduct – Attachment A

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOPC approved Selection Procedures (complete and unaltered) will be posted/published by USA Rugby's in the following public location:

7.1. NGB/PSO Web site: www.usarugby.org

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

8. DATE OF NOMINATION

Nomination of athletes, including Ap accredited Alternates (addition), will be announced to all athletes and submitted to the USOPC on or before June 7th, 2024.

9. MANDATORY TRAINING AND/OR COMPETITION

The USA Women's and Men's Olympic Games coaching staffs develop programs of mandatory training for those athletes selected to their respective Teams. Each member of the two Teams is required to participate in the program of training developed and to participate in any competition for which they are selected, unless excused by the Head Coach for medical or other justifiable reason. Athletes will be notified of any programs of training and/or competition at least 30 days prior to the start of the mandatory training/competition.

10. ANTI-DOPING REQUIREMENTS

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

11. DEVELOPMENT OF SELECTION PROCEDURES

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

- USA Rugby Women's 7s Head Coach, Emilie Bydwell
- General Manager of High Performance, Tamara Sheppard
- USOPC AAC Representative, Brett Thompson
- USOPC AAC Representative, Victoria Folleyan
- Women's Head of Team Services, Liz Strohecker

12. NGB/PSO BYLAWS AND GRIEVANCE PROCEDURES

The USA Rugby's and Grievance Procedures can be found at: <https://usa.rugby/policies>

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, Panam Sports, APC, as applicable, and/or World Rugby rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, Panam Sports, APC, as applicable, and/or World Rugby rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Rugby. 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, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures may require revisions, pursuant to their resubmission to the USOPC.

14. ATHLETE OMBUDS OFFICE

The Athlete Ombuds Office provides cost-free, independent and confidential advice regarding athlete rights, grievance procedures and any other related guidance pertaining to selection procedures and can assist in mediating disputes between athletes and their NGB/PSO.

To contact the Athlete Ombuds Office:

PHONE: (719) 866-5000



EMAIL: ombudsman@usathlete.org

WEBSITE: www.usathlete.org

15. NGB/PSO SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Rugby.

Position	Print Name	Signature	Date
USA Rugby President or CEO/Executive Director	Bill Goren	 <small>DDC89A5E3A7A4A5...</small>	4/3/2024

Nat. Team Coach, Head Coach, or Nat. Program Director	Emilie Bydwell	DocuSigned by:  58C5EC022CD84E5...	4/10/2024
Team USA AC Representative*	Brett Thompson	DocuSigned by:  CC2B486C01F446E...	4/3/2024

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

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

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

Attachment A

USA Rugby Code of Conduct

ATHLETE PLEDGE

I pledge to uphold the spirit of the USA Rugby Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA National 7s Team (the “Team”). I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to the Team.

As a Member of the Team, I hereby promise and agree that I:

- will abide by all published rules related to the Team selection procedures as approved by USA Rugby and the USRPA and published with reasonable notice to Athlete;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- will submit to a physical examination by USA Rugby medical personnel if my ability to compete is compromised due to physical injury and I understand that such injury may be cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the Team.
- will not commit an anti- doping violation as defined by the International Olympic Committee (IOC), World Rugby (WR), the World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA) or the United States Olympic & Paralympic Committee (USOPC) rules;
- am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;

- will not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
- am eligible to compete under the rules of World Rugby;
- am in possession of a valid USA passport, that will not expire prior to six months following the conclusion of the international competition, should I be chosen for an international team that requires a passport;
- will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- will respect the property of others whether personal or public;
- will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- will not engage in sexual/romantic relationships with coaches or other participants over whom the player has evaluative, direct, or indirect authority because such relationships are likely to impair judgment or be exploitative.
- will follow my Team's written rules, including by way of example, rules regarding curfew, attire, on-time attendance at team meetings and trainings, consumption of alcoholic beverages and prohibitions on the release of confidential team information, provided those rules are well-publicized with sufficient notice to Athlete;
- will abide by the rules of World Rugby concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos.
- understand that if I require legal representation because I am accused of criminal misconduct or an anti-doping violation, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- will act in a way that will bring respect and honor to myself, my teammates, USA Rugby and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.

Attachment B

EAGLES WOMENS 7S TESTING STANDARDS	
STRENGTH & POWER	
LOWER BODY STRENGTH	> 1.5 X BW
UPPER BODY STRENGTH	> 1.2 X BW
COUNTERMOVEMENT JUMP	> 35 CM
SPEED	
MAX SPEED	> 8.5 M.S.
10M SPRINT	< 1.8 s
ENDURANCE	
1200M SHUTTLE RUN	< 5:30