

UNITED STATES SOCCER FEDERATION, INC.
TOKYO 2020 OLYMPIC GAMES
WOMEN'S SOCCER
September 2, 2020

Note: Following the IOC's announcement that the Tokyo 2020 Olympic Games have been rescheduled to take place July 23 – August 8, 2021, it was confirmed that these Games would still be referred to as the Olympic Games Tokyo 2020. Therefore, any references to the Olympic selection process, Olympic qualification system, Olympic Team and Olympic Games still reflect '2020' in these selection procedures.

Also related to the postponement of the Games, references made to the "quadrennium" in these procedures are now inclusive of the year 2021.

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.

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) standards for participation:

Any competitor in the Olympic Games must be a national of the country of the National Olympic Committee (NOC) 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).

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

Athletes must be eligible under all applicable eligibility rules for participation as defined by the Fédération Internationale de Football Association (FIFA) and the IOC. FIFA rules can be found at (www.fifa.com). The complete FIFA Qualification System for Tokyo 2020 can be found at <https://nocnsf.nl/media/1707/fifa-football.pdf>.

1.1.4. Other requirements (if any):

Athlete must successfully complete all Games Registration requirements by stated deadline.

Any athlete age 18 or older will be required to undergo a background screen in accordance with the current U.S. Olympic & Paralympic Committee (USOPC) Background Check Policy.

Any athlete age 18 or older as of the Closing Ceremony will be required to complete the U.S. Center for SafeSport's online training.

1.2. Tryout Events:

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

All Women's National Team and Women's Olympic Team training camps, friendly matches and official matches from 2017-present serve as the events used in the selection process for our Women's Olympic Team ("Senior Team Events"). A link to the calendar of events is provided below. In addition, the events mentioned below will also be evaluative events.

- 1.2.2. Provide event names, dates, locations and description of how athletes qualify for the trials, events and camps listed above in 1.2.1. (if any).

"Evaluative Events":

Athletes are evaluated throughout the quadrennium (2017-present) by the Women's National Team and Women's Olympic Team Technical Staff as well as our Talent ID Scouting Department. These events include but are not limited to all school, club, Professional League competitions, Youth National Team and Senior National Team activities during the quadrennium (2017-present).

Note: Athletes are encouraged to regularly check the calendar of events to ensure they are current with any schedule changes. The domestic calendar is published at <https://www.ussoccer.com/competitions> (filter by USWNT) and the international calendar at <https://www.fifa.com/womensolympic/>.

Athletes must fulfill minimum eligibility requirements listed in section 1.1 to be considered and selected to attend any of the events referenced in this Section.

Ongoing Scouting. One (1) or more members of the National Team Technical Staff will observe athletes at various events including club/league matches and competitions, USSF Team and Youth National Team events, Pro Leagues (if

applicable), Olympic Development Program State and Regional tournaments, and intercollegiate competition. This scouting is an ongoing process and will continue until final nominations are made for the Olympic Team. The National Team Technical Staff will not be evaluating each athlete competing at each such event. General scouting will be conducted so that athletes can be identified who perform at a level which the National Team Technical Staff believes is competitive in the current international field.

- 1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process (include maximum Team size).

1.3.1. Athlete Evaluation

Players are viewed at Evaluative Events and Senior Team Events described in Section 1.2 throughout the quadrennium by members of the National Team Technical Staff. Players are evaluated based on the criteria outlined in Section 1.3.6. It is intended that the evaluation will be an ongoing process and that all evaluations will be considered in the selection decisions. It is possible that each athlete being considered for selection to a team will not have been evaluated at the exact same Evaluative Events and Senior Team Events as other athletes also being considered for that particular team.

1.3.2. Players invited to camps

The Women's Olympic Team Head Coach will review the eligible players and invite players in for each training camp/match based on the needs of the team and input from the Women's Olympic Team Coaching Staff, using criteria listed in 1.3.6. A player's inclusion in one event is no indication of future involvement with this team. Once players are selected, they will be notified at least 15 days in advance of each individual camp.

Women's National Team Training Camps	2017-2021
Youth National Team Training Camps	2017-2021

1.3.3. Selection for National Teams

Players are selected to Senior Team Events based on their play in Evaluative Events. The selected players are then evaluated during Senior Team Events and other Evaluative Events.

1.3.4. Evaluation of athletes at National Team Programs

This evaluation process is ongoing throughout the quadrennium and includes performance while with the National Team. The Women's Olympic Team Head Coach may call in a different combination of players for each training camp / match throughout the quadrennium. Players are evaluated based on the criteria outlined in Section 1.3.6.

1.3.5. Selection of the Women's Olympic Team

The Women's Olympic Team Head Coach will make the final recommendation on the composition of the team but will receive input from assistant coaches as well as other Women's National Team coaches and scouts. The Women's Olympic Team Head Coach will then present this list of recommendations to the USSF President, CEO/Secretary General and Athlete Representative to review and approve.

The Women's Olympic Team Head Coach will go through the process of recommending, for selection, the Olympic Team (18 players will be nominated to the Women's Olympic Soccer Team) in a manner similar to how the team's roster is selected throughout the year. The Women's Olympic Team Head Coach will use the Selection Criteria outlined in Section 1.3.6. in his selection of the Team, with the timing of this selection coinciding with the dates listed in Section 8 of these procedures deadline for the Games.

1.3.6. Selection Criteria

In recommending athletes to be members of the Team, the Women's Olympic Team Head Coach will consider information, consisting of observation, video analysis and statistics of both objective and subjective nature, which pertains to technical ability, tactical decisions, physical and psychological capabilities and other considerations.

- Performance: technical, tactical, physical and psychological
- Other considerations: potential to perform under pressure and contributions on/off the field in the areas of: teamwork, enthusiasm, versatility within her position, maturity, aggressiveness, leadership, competitive spirit, availability, communication, cooperation within the team, and integrity.
- The Women's Olympic Team Coaching Staff will oversee the selection process.

2. **DISCRETIONARY SELECTION (if applicable)**

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

The sport of soccer is not a measured or timed event. In the selection of athletes who will compete together as a team, it is impossible to make selection decisions based solely upon objective criteria. It is the belief of the USSF that selection criteria set out in Section 1, which includes subjective components in the evaluation of performance and ability, will result in the selection of the very best team.

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

In selecting athletes to be members of the Women's Olympic Team, the Women's Olympic Team Coaching Staff will consider the selection criteria in Section 1. However, the general philosophy that will prevail throughout the evaluation / selection process will be to identify the athletes that will make up the "best team."

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

The Women's Olympic Team Head Coach, with input from the Women's Olympic Team's Coaching Staff (including the list below), will be responsible for making the recommendation of athletes to be included on the team's roster.

National Team Head Coach
General Manager, WNT
Women's National Team Assistant Coach(es)
Under-23 Women's National Team Head Coach
Under-20 Women's National Team Head Coach
Under-18 Women's National Team Head Coach
Under-17 Women's National Team Head Coach
Girls' Under-16 National Team Head Coach
Girls' Under-15 National Team Head Coach
Girls' Under-14 National Team Head Coach
Women's Talent ID Scouting Department

The final approval will be made by the USSF President, CEO/Secretary General and an Athlete Representative who serves on the Technical Committee of the Board.

2.3.1. Specify the process that will be used to identify and handle any potential conflicts of interest involving a member of the committee.

Any member of the selection committee that has a possible conflict of interest must either recuse him/herself or disclose it to the U.S. Soccer's Ethics Committee prior to the start of the selection process. A conflict of interest exists when the committee member has 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, U.S. Soccer's Ethics Committee shall vet the conflict and make the final determination of whether that committee member must recuse him/herself from participating in discussions and/or voting. The Ethics Committee may 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 the committee member with the conflict of interest does not vote toward the final decision. The committee member should 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 U.S. Soccer's Ethics Committee. Reports may be made anonymously.

A recused individual shall be replaced in accordance with the U.S. Soccer selection committee appointment process.

3. REMOVAL OF ATHLETES

- 3.1. Prior to entry by name to the Local Organizing Committee by the USOPC, U.S. Soccer has jurisdiction over potential nominees.

An athlete who is to be nominated to the Team by U.S. Soccer may be removed for any of the following reasons, as determined by U.S. Soccer:

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to U.S. Soccer's CEO or President.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by U.S. Soccer. An athlete has the right to request evaluation from a mutually agreed upon third-party, independent physician in addition to U.S. Soccer, but U.S. Soccer's selected physician evaluation will govern. If an athlete refuses verification of her illness or injury by a physician (or medical staff) approved by U.S. Soccer, her injury will be assumed to be disabling 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 the FIFA Code of Ethics (available at: www.fifa.com).
- 3.1.5. Violation of any U.S. Soccer Policy (available at www.ussoccer.com).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USSF Bylaw 702 and the USOPC's Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOPC, the USOPC has jurisdiction over the Team, at which time, in addition to any applicable U.S. SOCCER Code of Conduct, the USOPC's Code of Conduct and Grievance Procedures apply. The USOPC's Code of Conduct and Grievance Procedures can be found at:

www.teamusa.org/Footer/Legal/Governance-Documents
www.teamusa.org/Athlete-Ombudsman/Games-and-Competition

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, WADA, FIFA, 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 NGB's Safe Soccer Framework handbook (available at www.safesoccer.com), 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:

If a vacancy on the roster occurs, the Women's Olympic Team Coaching Staff will recommend a player to replace the vacant position from among the list of 35 athletes (see Section 8). In recommending the replacement player that will join the Women's Olympic Team, the coaches will consider the selection criteria per the process listed in sections 1.3 and 2, and may also consider the position(s) that the replacement player is filling and attempt to fill with a similar player.

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

If a player needs to be replaced after final entries are submitted, the Women's Olympic Team Coaching Staff will recommend a player in accordance with the FIFA Qualification System for Tokyo 2020 (Section G, General Principles Regarding the Use of P Alternate Athletes) and the Tokyo 2020 Late Athlete Replacement Policy.

5. SUPPORTING DOCUMENTS

U.S. Soccer 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 Code of Conduct](#), the following documents are required to be signed by an athlete as a condition of nomination to the Olympic Games (include as attachments or provide links): N/A

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOPC approved Selection Procedures (complete and unaltered) will be posted/published by U.S. Soccer in the following location(s):

7.1. U.S. SOCCER Web site: www.ussoccer.com

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

7.2. Other: N/A

8. DATE OF NOMINATION

Nomination of athletes, including replacements, will be announced to all athletes and submitted to the USOPC on or before:

A list of up to 35 athletes will be submitted to the USOPC on or before June 10, 2021.

From the list of up to 35 athletes that gets submitted by June 10, 2021, a final Roster of 18 players and up to 4 alternates will be submitted to the USOPC on or before June 28, 2021.

9. MANDATORY TRAINING AND/OR COMPETITION

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

The Women's Olympic Team Technical Staff will develop a training program and competition for athletes nominated to the Women's Olympic Team. Each member of the team is required to participate in this training, unless excused by the Women's Olympic Team Head Coach for injury or other justifiable reason. Players will be notified no less than 15 days before training. An athlete needs a waiver in writing from the Women's Olympic Team Head Coach if she is not able to participate in mandatory training and/or competition. Such a waiver will only be granted in extreme circumstances.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, WADA, FIFA, USADA and USOPC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IOC, WADA, FIFA, 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:

U.S. Soccer’s Technical Committee, listed below, and the following individuals reviewed and approved the Tokyo 2020 Selection Procedures:

Carlos Bocanegra, USSF Director, Athletes’ Council

Lori Lindsey, USSF Director, Athletes’ Council

Mike Cullina, USSF At-Large Director

Don Garber, USSF Director, Professional Council

Steve Malik, USSF Director, Professional Council

John Motta, USSF Director, Adult Council

Dr. Pete Zopfi, USSF Director, Youth Council

Earnie Stewart, Sporting Director

Kate Markgraf, General Manager, WNT

Brian McBride, General Manager, MNT

12. U.S. SOCCER BYLAWS AND GRIEVANCE PROCEDURES

U.S. Soccer Bylaws and Grievance Procedures can be found at: www.ussoccer.com

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC and/or FIFA rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC and/or FIFA rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to U.S. Soccer. 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 USOPC.

14. ATHLETE OMBUDSMAN

The Athlete Ombudsman 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.

To contact the Athlete Ombudsman Office:

PHONE: (719) 866-5000

EMAIL: ombudsman@usathlete.org

WEBSITE: www.usathlete.org

15. U.S. SOCCER 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 U.S. Soccer.

Position	Print Name	Signature	Date
U.S. SOCCER President or CEO	will wilson	DocuSigned by: <i>Will Wilson</i> F1EE368488E4463...	10/13/2020
Nat. Team Coach, Head Coach, or Nat. Program Director	Earnie Stewart	DocuSigned by: <i>Earnie Stewart</i> 2EABE9086BE342D...	10/13/2020
USOPC Athletes' Advisory Council Representative*	Aly wagner	DocuSigned by: <i>Aly Wagner</i> F4AD83A28C65454...	10/13/2020

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

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

* If, for some reason, a sport does not have an elected USOPC AAC Representative, U.S. Soccer must designate an athlete from that sport to review and sign the Selection Procedures.