

USATM
LACROSSE



USA LACROSSE NATIONAL
TEAMS ATHLETE HANDBOOK

January 2026



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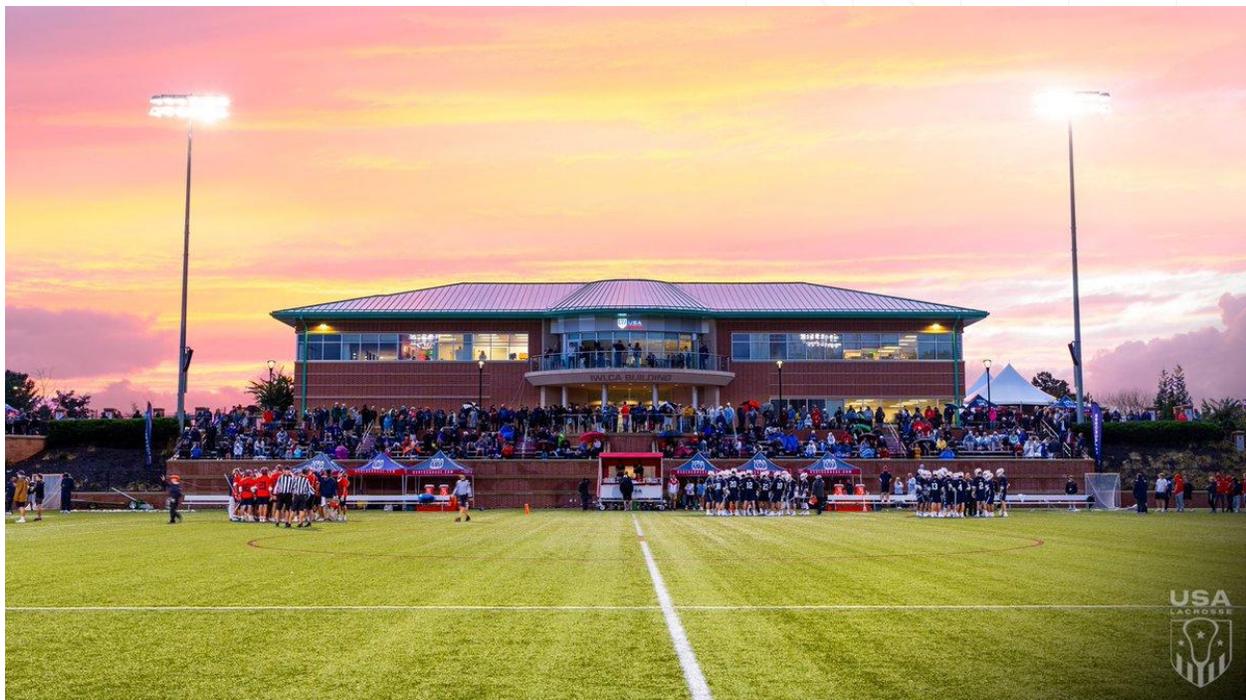
WELCOME & INTRODUCTION

This USA Lacrosse (“USAL”) National Team Athlete Handbook is for elite athletes who aspire to represent USAL in international competitions for Women’s and Men’s lacrosse in any of the three (3) disciplines: Sixes, Field, and/or Box. This handbook provides information about the requirements, resources, support, and guidance for athletes within the USAL National Team program.

Core to our mission for *Fielding the Best National Teams* is achieving sustained competitive excellence. We want to develop, assist, and support qualified athletes in their pursuit to win gold medals at every major international event while balancing the overall needs of the eight (8) National Team programs.

Each National Team is led by the respective National Team Coaches, under the general supervision of the CEO and the VP, High Performance and supported by the respective Managers of the Women’s and Men’s National Teams.

USAL’s headquarters, located in Sparks, Maryland, is a multi-faceted and comprehensive undertaking designed to both support and develop elite athletes to represent the United States successfully and proudly.





VALUES, MISSION, & VISION

USA Lacrosse Values

USA Lacrosse is aligned with the value statements of the International Olympic Committee's (IOC) - excellence, respect, and friendship - as well as the United States Olympic and Paralympic Committee (USOPC) - fairness, safety, integrity, and inclusion.

USA Lacrosse Mission & Vision

As the sport's governing body in the United States, USA Lacrosse's mission is to provide leadership, structure, and resources to:

- Fuel the growth
- Enrich the experience
- Field the best National Teams

We strive to guide players of all levels towards opportunities that are safer and more fulfilling, where they can realize their own love for the game. Our brand is more than a logo, a color, or a typeface; it's a feeling of pride, camaraderie, and aspiration. We represent the entire community - U.S. National Teams and first-time players alike - and support the many, passionate advocates that make their dreams possible.

Ultimately, USA Lacrosse envisions a future that offers everyone a lifelong opportunity to enjoy the sport of lacrosse.

USA Lacrosse High-Performance Department

The vision of the High-Performance department is to be on top of the podium for all disciplines of Women's and Men's lacrosse at major international competitions (i.e., Olympics, World Championships).

To successfully accomplish this vision, we must have: a relentless pursuit of on field excellence; strong financial commitments from our partners, donors, and supporters; and continuously evaluate the best players that fit within our definition of a winning style of play for each discipline.

USAL GOVERNANCE

Information about USAL Governance, inclusive of policies, board of directors, financials, and the bylaws, can be found on our website at <https://www.usalacrosse.com/governance>.

HIGH PERFORMANCE DEPARTMENT OVERVIEW

Personnel – There are currently six (7) full-time staff, one (1) part-time personnel, and up to 30 independent contractors within the High-Performance department supporting our National Teams and National Teams Development Program (Figure 1).

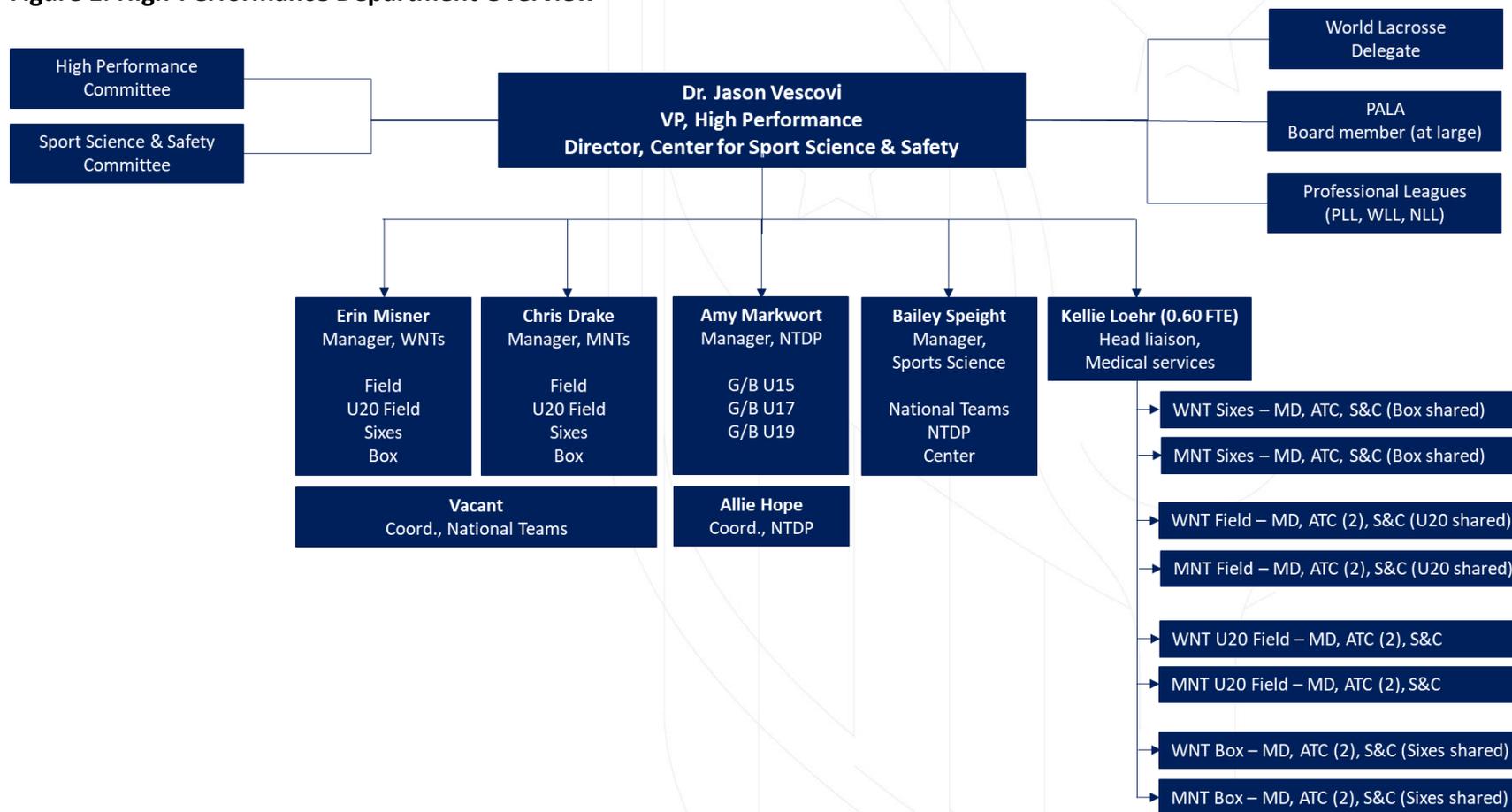
- Dr. Jason Vescovi, Vice President, High Performance and Director, Center for Sport Science & Safety.
- Erin Misner, Manager, Women's National Teams. Responsible for budget, logistics and operations for all four women's National Teams.
- Chris Drake, Manager, Men's National Teams. Responsible for budget, logistics and operations for all four men's National Teams.
- Amy Markwort, Manager, National Teams Development Program (NTDP). Responsible for strategy, budget, logistics and operations for NTDP.
- Bailey Speight, Manager, Sports Science. Responsible for National Team and NTDP support, educational content development, research program.
- Kellie Loehr, Head Liaison, Medical Support Services (0.60 FTE). FTE of medical partner (MedStar Health). Manages support personnel and athlete services.
- Vacant, Coordinator, National Teams. Direct support for Women's and Men's National Teams Managers.
- Allie Hope, Coordinator, National Team Development Program. Direct support for Manager, NTDP.

Committees – Two (2) USAL committees collaborate with the High-Performance department.

- High Performance Committee. Comprised of former National Team athletes and personnel who provide support for a wide range of topics related to National Team matters, inclusive of Olympic player selection oversight.
- Sport Science & Safety Committee. Comprised of an interdisciplinary group of subject matter expert researchers, academics, and sports medicine clinicians. This group provides support in the areas of Health & Safety, Training, and Performance for the organization and High-Performance Department.

External relationships – Relationships with domestic (professional lacrosse leagues) and international organizations (PALA and World Lacrosse) are within the scope of the High-Performance Department. Relationships with these organizations are important as we navigate an increasingly congested competition landscape of international events alongside professional lacrosse leagues.

Figure 1. High-Performance Department Overview



PALA-Pan American Lacrosse Association; **PLL**-Premier Lacrosse League; **NLL**-National Lacrosse League; **WLL**-Women’s Lacrosse League; **MD**-medical doctor; **ATC**-athletic trainer; **S&C**-Strength & Conditioning; **WNT**-Women’s National Team; **MNT**-Men’s National Team



NATIONAL TEAM PROGRAM OVERVIEW

The USA Lacrosse Women's and Men's National Teams are extremely successful and are high profile programs. These teams have collectively earned 36 World Championship titles. With the goal of achieving sustained competitive excellence in all major international and continental events, the National Teams continue to seek opportunities to develop a competitive advantage. This will come directly from elite coaching, sports medicine, sports science, logistical and operational support, as well as an exceptional National Teams Development Program (NTDP).

In general, the key objectives for the National Teams are:

- To create and sustain a program that yields consistent international competitive excellence as evaluated by achieving podium results in major international events.
- To identify, evaluate, and expand National Team programs that leads to an exceptional pool of talented athletes for all of our Women's and Men's National Teams.
- To create highly visible and respected National Teams that inspire people to engage in the sport of lacrosse.
- To support National Team athletes to the highest possible level subject to available USAL resources.
- To recognize the organizations and individuals who support the USAL National Teams whenever possible and appropriate.

MINIMUM NATIONAL TEAM CRITERIA

To be eligible for a USAL National Team an athlete must:

- Be a citizen of the United States.
- Hold a valid U.S. passport.
- Be eligible to compete for the United States per World Lacrosse, USOPC, and/or IOC regulations and requirements.
- Be a currently registered member of USAL.
- Complete a background check at USOPC standard before beginning training.
- Complete SafeSport course before beginning training.
- When named to the USAL National Team player pool, sign the USA Lacrosse Athlete Agreement. This agreement shall not conflict with the USOPC's Athlete Rights and Commercial Terms.
- When named to the USAL National Team player pool, sign the USA Lacrosse National Team Athlete Handbook.

ATHLETE SELECTION PROCESS

An updated Athlete Selection procedure will be introduced and implemented beginning with the 2028 Olympic Sixes teams. The protocol can be found here (<https://www.usalacrosse.com/national-team-policies>). If any information differs between the Athlete Selection document and the National Team Athlete Handbook, the Athlete Selection document will prevail.

In addition to the formal process provided within the Athlete Selection document, below is an overview of some helpful information about being a USAL National Team athlete. This framework stemmed from recognizing that lacrosse has entered an unprecedented moment in time with an increasingly congested competition calendar that includes National Team as well as professional league commitments.

Ultimately, overlapping activities for the Box, Sixes, and Field National Teams will result in some of our top lacrosse athletes being invited to participate on multiple teams. We recognize the demands placed on athletes will continue to grow. Therefore, we need to anticipate some of the challenges we might face with respect to player availability, camp/competition invitations, and potential selection to the final rosters for multiple USAL National Teams.

As a result of the complexities the National Teams will face, there was a meeting in 2024 with members of the Athlete Advisory Committee (Taylor Cummings, Meg Douty, Michelle Tumolo, Tom Schreiber, Joel White, and Mitchell Belisle). Based on the feedback received from this group we recognized the need to be actively engaged in finding approaches that would help strike a balance between fielding the best National Teams (for all disciplines) and the demands on individual athletes. Below are some key concepts that came from that meeting and helped form the rationale for implementing a player pool model (vs. tryout system):

- Players should be provided the opportunity (i.e., be invited) and allowed the choice of participating in training camps/competitions for multiple USAL National Teams. In other words, coaches and administrators should avoid discounting an athlete(s) for one National Team simply because they are in the player pool for another discipline.
- Players should not be penalized (by USAL or USAL National Team coaches) for choosing to attend/not attend a training camp for a given USAL National Team. In other words, being invited to or attending a particular training camp should not preclude an athlete from being invited to or attending a subsequent training camp for a given National Team.
- Communication is critical so there is transparency and that coaches, players, and USAL staff all have the same understanding especially for things like:
 - The National Team(s) competing in major games in a given year has prioritization; however, that does not mean players are off limits for invitation or attendance at

training camps for other USAL National Teams, but also not penalized if a player decides to miss certain training camps for National Teams that do not have a major competition in the same year.

- Having an up-to-date annual calendar (dates/locations for all National Team activities) will be valuable. The National Team staff works closely with the USAL Communications department to post a calendar on the USAL National Teams web page with activities for all active National Teams (<https://www.usalacrosse.com/national-team-calendar>).

This will continue to be a work in progress. There will certainly be additional aspects to figure out. For example, another topic mentioned during the Athlete Advisory Committee meeting was that an athlete must attend a certain number/proportion of USAL National Team training camps for a given team to be considered for a final roster spot in any major games.

ATHLETE RIGHTS AND RESPONSIBILITIES

USAL National Team athletes are entitled to non-discriminatory participation, access to transparent and fair competition, protection of mental and physical health, and freedom of expression. Please refer to the Exhibit A in the Athlete Agreement for the detailed list of Athlete Obligations and Prohibited Conduct.

ATHLETE PROTECTION

USAL has a zero-tolerance policy towards any form of harassment or abuse. Below is an overview of the three (3) areas included in our athlete protection strategy: required background checks for all individuals involved with the National Teams; required SafeSport education; and a mechanism to report misconduct.

Background checks – criminal background checks are required for all adults (18 yr and older) involved with USAL National Teams. This includes athletes, coaches, support personnel and USAL staff. These are a part of your USAL membership and are completed prior to your initial engagement with USAL and then every two (2) years for as long as you are a member of the National Teams.

SafeSport education – there are required educational courses about abuse prevention as well as policies and toolkits that are widely used to help ensure athlete protection under the Safe Sport Act ([Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017](#)).

Reporting misconduct – There are two (2) mechanisms to report misconduct. One is located on the USA Lacrosse Athlete Protection website (<https://www.usalacrosse.com/athlete-protection>) and the other is on the Safesport website (<https://uscenterforsafesport.org/report-a-concern/>).



Please note that a misconduct report regarding physical or sexual abuse submitted through the USA Lacrosse form is required to be subsequently reported to Safesport.

TECHNOLOGY PLATFORMS

Teamworks – Teamworks serves as the primary communication platform for USA Lacrosse by providing a centralized and secure way to streamline information across all disciplines. Supporting 14 National Teams, this tool enhances operational efficiency, reduces miscommunication, and allows us to prioritize an athlete-first approach by ensuring that team personnel receive updates and critical information in real-time.

Upon being added to a National Team player pool, you will receive an invitation via email and SMS to create your profile and download the Teamworks App. Here you will add personal information that will be utilized to book travel as well as order equipment and apparel. Remember to allow notifications in your app settings, as all team-related messaging and documents will be communicated here including but not limited to travel surveys, event itineraries and newsletters.

To ensure athlete safety and organizational compliance, it is required that you use Teamworks when communicating with any staff members or teammates as it relates to USA Lacrosse.

By leveraging Teamworks, we create a more organized and connected environment that ultimately helps our teams perform at their best.

AthleteMonitoring – AthleteMonitoring System (AMS) is the health/medical management platform used by USA Lacrosse medical support personnel to efficiently manage player health and health related data for USA Lacrosse National Team athletes. The platform combines injury management, an electronic health record, advanced reporting, and team management capabilities.

AMS is a secure, web-based platform that helps the National Team’s medical staff and you, as an athlete, track your healthcare throughout your time with the National Team program in a safe and HIPAA compliant manner. There are appropriate privacy and security measures, systems and procedures to protect confidentiality, integrity and accessibility of health information, to prevent the unauthorized use or access of such information, and to protect against anticipated threats and hazards to security of protected health information.

This platform supports our team athletic trainers and physicians in caring for injuries. AMS is a well-organized, easy to use athlete management system which helps provide standardization of documentation, tracks visits and referrals, and aids in sharing health information across the sports medicine staff.



Only the team's medical staff (athletic trainers, team physicians and USA Lacrosse administrator) have access to National Team athlete files, and they will only have access through the term of their agreement with their assigned National Team.

Creating an electronic record that travels wherever an athlete goes is critical to ensuring that no matter who the medical personnel are, he or she will have access to the latest information about that athlete's injuries, surgeries, medications and treatments. Additionally, as an athlete, you will also have a secure web-based and phone application where you can complete medical and performance questionnaires specific to National Teams, add documents/ images, and help manage contact, insurance and profile information to your own account.

CODE OF CONDUCT

All National Team athletes (inclusive of the player pool) must abide by the USAL Code of Conduct which can be found on the website (<https://www.usalacrosse.com/usa-lacrosse-code-conduct>).

ANTI-DOPING

Athletes must adhere to all IOC, Pan Am 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, Pan Am Sports, APC, WADA, IF, USADA and USOPC rules, as applicable. The USAL anti-doping policy is located here (<https://www.usalacrosse.com/national-team-policies>).

NATIONAL TEAM ATHLETE SUPPORT

Expenses

All expenses associated with participating on a USAL National Team are covered by USAL. This is inclusive of travel, accommodation, meals, apparel, and equipment. If there are any out-of-pocket expenses that National Team members incur during a USAL National Team event, then USAL will reimburse those expenses according to the National Team Reimbursement Policy.

If you elect to drive to any given National Team event you are eligible to be reimbursed for personal mileage. The maximum allowable amount is indicated in the National Teams Reimbursement Policy. In lieu of a receipt, a screenshot of your trip from Google/Apple Maps showing the route and total mileage must be included with your submission. Failure to provide proper documentation may result in delays or denial of reimbursement.

To submit personal expenses for reimbursement, a completed USAL Expense Reimbursement Form with supporting receipts must be sent to NationalTeams@usalacrosse.com within 30-days of the completion of the National Team training camp or competition. Any form received after this deadline will NOT be reimbursed.



Health & Medical Support

Personnel. The High-Performance Department identifies and provides individuals to serve as part of an Integrated, Interdisciplinary Support Team (IIST) with each National Team. The IIST primarily consists of a physician, athletic trainer(s), and strength and conditioning coach. These service providers attend all training camps and competitions for their assigned National Team as well as provide support in between USAL National Team events as needed.

Insurance. USAL requires National Team athletes to have their own personal healthcare insurance plan to cover medical emergencies, illness, chronic injury, and other medical conditions. This is the athlete's primary health insurance and may be obtained from any source. USAL has a secondary insurance policy (with \$0 deductible) that provides coverage for acute injuries sustained when training or competing for USAL National Teams. The secondary coverage is provided through the USAL athlete membership (required). The USAL secondary insurance does not cover general health issues, accidents outside of USAL events, illness, or chronic injuries.

If a National Team athlete needs to submit a claim through the secondary insurance program, they will work directly with the Head Liaison, Medical Services to provide the necessary information to our claims administrators (A-G Administrators) found at <https://www.usalacrosse.com/usa-lacrosse-insurance-program> (Submit Accident Claim).

Sport Science

There is a full-time Manager, Sport Science within the High-Performance Department that has responsibilities for supporting the National Teams and is a member of the IIST. The overall aim of their support role across National Teams is to help inform us how best to prepare (individually) and maximize successful performance outcomes (collectively) by effectively using data. In certain circumstances, they may also have a role during return-to-play protocols by providing data to the National Team medical support personnel. Ultimately, the integration of sport science strategies and the resulting data help elevate our approach towards achieving National Team objectives.

Apparel

Capelli – Capelli has the designation of Official Apparel Partner of USA Lacrosse and the Official Uniform/Jersey and Training Apparel of the USA Lacrosse National Teams. This is inclusive of socks, bottoms (e.g., shorts, sweatpants, compression shorts), tops (e.g., jerseys, pinnies, sweatshirts, jackets), and wrist/headbands, and hats. For all National Team practices, strength & conditioning sessions, matches, official functions, appearances, interviews, and photos (whenever on “USAL team duty”), Capelli apparel MUST be worn. No logo other than Capelli is permitted, except for shoes, no matter where the location of the activity. Capelli bags must be used on the field. During competition and training, athletes are permitted to wear any brand of shoe that best promotes their health and performance. Further details of the expectations of athletes regarding apparel are described in the National Team Athlete Agreement. Additional Capelli gear (outside of National Teams) can be found here <https://shop.usalacrosse.com/collections/capelli-sports-lacrosse-gear>.



Equipment

Protective and performance equipment is provided to the USA Lacrosse National Teams through the official partnerships listed below.

If an athlete has a personal endorsement by a manufacturer/brand that is not a USA Lacrosse National Teams partner, then the athlete is not permitted to appear in USA Lacrosse apparel or utilize USA Lacrosse marks, nor promote themselves with that manufacturer/brand as a Team USA or USA Lacrosse National Team member. General questions can be directed to the respective Manager, Women's/Men's National Teams indicated above.

Gait – Gait Lacrosse is designated as the Official Equipment Supplier/Provider of the USA Lacrosse Women's National Teams (inclusive of sticks, heads, handles, goggles, gloves, and chest protectors).

STX – STX is designated as the Proud Equipment and Helmet Supplier/Provider for the U.S. Men's National Teams (inclusive of sticks, heads, handles, gloves, arm pads, elbow pads, bicep pads, arm guards, rib pads, shoulder pads, chest protectors, helmets, throat protectors) and the Proud Equipment and Helmet Supplier/Provider for the U.S. Women's National Teams (inclusive of sticks, heads, handles, goggles, gloves, chest protectors, goalie helmets).

Additional organizations who become official partners of USA Lacrosse National Teams will be included here.

FINANCIAL & HANDBOOK DISCLAIMER

All references to USA Lacrosse National Team Athlete Support indicated above are based on the current year's USAL Board of Directors' approved budget and may be subject to change in accordance with USAL policy.

DATA PROTECTION

Please refer to Exhibit B (Athlete Data Protection) within your National Team Athlete Agreement to see how data is collected, used, and protected.

USA LACROSSE NATIONAL TEAMS ATHLETE INJURY POLICY

Medical Screening and Clearance – Prior to participation in training or competition, all athletes participating in the USAL National Team Program must complete a Health History Questionnaire about current and past medical history. In addition to completing the Health History Questionnaire, the following must be shared and discussed thoroughly:

- Athletes who have sustained injuries, or other athletic performance limiting conditions, five years before becoming a team candidate, are required to report these injuries to the USAL medical support personnel.
- Athletes who have had any infectious diseases, other serious illnesses, or surgery during the previous calendar year must report these problems to the medical support personnel before the pre-participation examination.
- Failure to report such injuries or illnesses relieves USAL of all liability, if the athlete sustains a subsequent injury or re-injury to the affected part, provided the original injury was a contributing factor to the subsequent injury in the opinion of the USAL medical support personnel.

All athletes will also be examined and must be approved by the National Team medical support personnel before being permitted to practice or compete. In the event of an injury or illness, the decision for an athlete's return to play will be the responsibility of the USAL National Team medical support personnel.

Referral for consultation – If, in the opinion of the USAL National Team medical support personnel, an athlete should be referred to another medical specialist for consultation due to an athletic injury or illness, then the following procedures must be followed:

- The USAL National Team medical support personnel will work with the athlete and make an appointment with the medical provider (regardless of on-site during a National Team event or locally when the athlete returns home).
- The USAL National Team medical support personnel will follow up with the athlete and external medical provider to remain up-to-date on outcomes and next steps.
- USAL's secondary insurance coverage will be activated only when an acute injury occurs while participating in a USAL training camp or competition (see Insurance section above).

Treatment and Rehabilitation – The National Team medical support personnel must be kept informed and up-to-date regarding treatment and rehabilitation programs for National Team athletes. If outside medical providers are leading athlete care, appropriate communication must take place to ensure quality athlete care and return-to-play plans are followed. Treatment and rehabilitation documentation will be kept up-to-date in AthleteMonitoring by the National Team medical support personnel.

Injury/Illness outside of USAL – In case of an injury sustained that is outside of a USAL training camp or competition the National Team athlete is responsible for informing the Lead Liaison, Medical Services and the National Team medical support personnel about the injury.

Since USAL is not responsible for injuries or illnesses sustained while playing for a professional team, it is strongly recommended that athletes carry personal health insurance while playing lacrosse outside of the USAL National Teams.

USA LACROSSE SPORTS MEDICINE PREGNANCY POLICY

The purpose of this policy is to provide guidelines to protect the health, confidentiality, and ability of a pregnant athlete to participate for USAL while also assisting medical providers and coaches through this process.

Disclosure: Early disclosure to your team’s medical provider is important. It is the athlete’s responsibility to disclose her known pregnancy to the medical support personnel, the Head Coach, and the VP, High Performance as soon as it is known. Once disclosure has been made, the Women’s National Team’s medical support personnel can help support the athlete throughout the process as needed. The athlete needs to agree to appropriate communication between the USAL medical support personnel and overseeing OBGYN. This will most likely require a medical release from the overseeing OBGYN.

Privacy Statement – The athlete’s right to privacy is the same for pregnancy as it is for any other personal medical information. The athlete should be assured that her medical information will remain confidential unless she gives release of that information.

Insurance Disclaimer – USAL’s liability and secondary medical insurance does not cover pregnancy-related care. If the athlete does not carry primary health insurance, it is not USAL’s responsibility to cover costs related to pregnancy and pregnancy-related care.

Medical Issues – Although there are few studies related to intense strenuous physical activity in pregnant athletes, there are published guidelines that address this issue. The American College of Obstetrics and Gynecology Committee offers guidelines for the Obstetrician/Gynecologist and Team Physician to use in determining participation in strenuous physical activity. If participation is allowed, the athlete will require close obstetric supervision. Before permitting the pregnant athlete to participate with a National Team, USAL will form a support team for her. The team should consist of the Obstetrician, medical support personnel, Coach, Sports Dietitian, Strength & Conditioning Coach, USAL administrative representative, and others if necessary. Medical issues related to participation should be discussed and a plan for participation created. Participation by the athlete must require approval from both the Obstetrician and the National Team Physician.

Following delivery or pregnancy termination, medical clearance from the National Team Physician is required before resuming National Team activities to ensure the athlete’s safe return.

Return to Participation – All athletes planning to return to the National Team following pregnancy shall be subject to the standard health/medical screening and clearance procedures.

Recommendations, contraindications, and prescription of exercise during pregnancy will follow current/applicable guidelines provided by Position Statements from the American College of Sports Medicine (<http://www.acsm.org>) and the American Gynecology and Obstetrics Society (<http://www.agosonline.org>)



Competitive Athletes – Additional education for athletes concerning weight gain and musculoskeletal changes is important. Special attention to hydration, caloric energy requirement, and the dangers of heat stress are key topics. Closer obstetric supervision is required for competitive athletes than the norm.

Lacrosse Specific Guidelines – The athlete’s participation will be determined by the overseeing Obstetrician and National Team Physician. Participation during the first 3 months of pregnancy is contingent on several factors. Therefore, each pregnancy will be addressed on an individual basis.

Postpartum Exercise – Return to exercise postnatally depends largely on the mode of delivery. It is essential to follow the doctor’s recommendations and await clearance for participation.

ATHLETE RETIREMENT FROM NATIONAL TEAM

USA Lacrosse realizes that any decision to retire from the National Team can be both an emotional and stressful time in the career of any athlete. Should an athlete make the final decision to retire from the National Team and end their playing career for USAL, please be aware that retirement does affect the USAL national office. Retiring athletes must notify the VP, High Performance and Manager, (Women’s/Men’s) National Team in writing, that they are officially retiring. This will help bring closure to any USAL issues that may exist with NGB-related entities such as USADA, PALA, World Lacrosse, or the USOPC.

ATHLETE OMBUDS

Below is an overview and contact information for the athlete ombuds.

The Office of the Athlete Ombuds offers independent, confidential advice to elite athletes regarding their rights and responsibilities in the Olympic and Paralympic Movement, and assists athletes with a broad range of questions, disputes, complaints and concerns.

Phone: 719-866-5000

Email: ombudsman@usathlete.org

Website: usathlete.org

Athlete Ombuds Confidentiality and Privacy Policy

- (A) The Office of the Athlete Ombuds shall maintain as confidential any information communicated or provided to the Office of the Athlete Ombuds in confidence in any matter involving the exercise of the official duties of the Office of the Athlete Ombuds.
- (B) Exception —The Office of the Athlete Ombuds may disclose information described in subparagraph (A) as necessary to resolve or mediate a dispute, with the permission of the parties involved.



(C) Judicial and administrative proceedings.—(i) In general.—The ombudsman and the staff of the Office of the Athlete Ombuds shall not be compelled to testify or produce evidence in any judicial or administrative proceeding with respect to any matter involving the exercise of the duties of the Office of the Athlete Ombuds.(ii) Work product.—Any memorandum, work product, notes, or case file of the Office of the Athlete Ombuds—(I) shall be confidential; and(II) shall not be—(aa) subject to discovery, subpoena, or any other means of legal compulsion; or (bb) admissible as evidence in a judicial or administrative proceeding.

(D) Applicability.—The confidentiality requirements under this paragraph shall not apply to information relating to—(i) applicable federally mandated reporting requirements; (ii) a felony personally witnessed by a member of the Office of the Athlete Ombuds;(iii) a situation, communicated to the Office of the Athlete Ombuds, in which an individual is at imminent risk of serious harm; or (iv) a congressional subpoena.

Anti-Retaliation Statement

No employee, contractor, agent, volunteer, or member of the NGB or USOPC shall take or threaten action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of the Athlete Ombuds.

INFORMED CONSENT: By my signature below I confirm that I have read and understand the contents of USAL National Team Athlete Handbook and acknowledge and accept the responsibilities herein established:

Signed: _____

Name (Printed): _____

Date: _____