



USA Team Handball Athlete Selection Procedures *2011 Pan American Games Qualification Matches vs. Canada (Women)*

Revised: July 26, 2010

USA Team Handball is scheduled to play two matches against Canada Team Handball Federation in December 2010 or January 2011. The winner shall automatically qualify for the North American spot in the 2011 Pan Am Games in Guadalajara, Mexico. These two matches shall be known as “Pan Am Games Qualifiers.” These Athlete Selection procedures shall apply to Pan Am Game Qualifiers only, and be superseded by “Pan Am Games Athlete Selection Procedures” when and if the USA qualifies for Pan Am Games.

I. SELECTION SYSTEM

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

1. Citizenship:

Athletes must be a citizen of the United States at the time of nomination and hold a valid U.S. passport that will not expire prior to August 1, 2011.

2. Minimum International Federation (IF) and/or Pan American Team Handball Federation (PAG only) standards for participation (if any):

Athletes must be eligible under the rules of the International Handball Federation, see www.ihf.info. That includes being a citizen of the nation they represent and not having any imposed doping suspension in place at the time of the nomination.

3. Other requirements (if any):

Athletes must be members of the USA Team Handball, in good standing.



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. Observation and Evaluative Events:

- Any domestic or international events during 2009-2010 in which one (1) or more of the Teams (defined as USA Women's National Team, USA Select, USA Youth National Team, USA Jr. National Team) participates including:
- 2009 Summer Training Camp, Colorado Springs, CO
- 2009 Summer European Tour, Germany
- 2010 Summer European Tour, Germany (Aug. 19-29, 2010)
- 2009 Fall European Tour, Poland
- "Top 24" Summer camp held in June-July, 2010 in Colorado Springs, CO.
- USA Team Handball Women's Pool Selection (Oct. 14-17, 2010) in conjunction with Tar Heel Invitational, Chapel Hill, NC;
- Any domestic or international events, during 2009-2010, in which one (1) or more of the Teams (including Youth National and Jr. National) participates.

The events at which athletes will be evaluated are subject to change. Dates for any additional future events, trials or camps will be announced at least 30 days prior to the commencement of the event, trials or camps. The athletes will be advised of any change in events at which they will be evaluated at least fourteen (14) days prior to such event.

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. Ongoing Screening:

From time to time, one (1) or more members of the Women's National Team Selection Committee ("WNTSC") will observe athletes at various events including but not limited to professional handball competitions and events, interscholastic and collegiate handball competitions and events, club or league handball events, and events coordinated/sanctioned by USA Team Handball. Observation by members of the WNTSC at such events is solely for the purpose of general scouting. Athletes identified through the ongoing screening process, who perform at the level competitive in the current international field, will be considered for placement in the WNT Pool. If fewer than every member of the WNTSC is present at an "Ongoing Screening Event", those who were present will submit a written report of their observations to the remaining members of the WNTSC.

It has happened that dual citizen and exceptional athletes (exceptional by virtue of their current competition level, participation in a 1st, 2nd, 3rd or 4th division European League or by virtue of a physical/skill evaluation and referral), unknown to USATH will surface and will be contacted regarding their desire to be considered for the USA Team Handball WNT Pool and Team(s). In these circumstances, the athletes will be directed to participate in one of the events where they can be evaluated. If this is not possible, a special tryout might be arranged at a time and place mutually agreed upon.

- 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. Athlete Selection

a. Determination of Athlete Pool.

Athletes must be members of the Pool at the time of selection to be eligible for nomination to the 2010 USA Team Handball Pan Am Games Qualifiers Team. Athletes who are members of the Pool shall include the following:

- i. Athletes selected as a member of a USA Team Handball Women's National Team(s), during the 2009-2010;
- ii. Athletes invited to a USA Team Handball Regional or Training Camp during 2009-2010 period;
- iii. Athletes identified through the ongoing screening process described in Section I(B)(2)(a), below, and selected for inclusion in the WNT Pool by the Women's National Selection Committee(s) ("WNTSC"), and
- iv. Athletes identified through the open tryout process during 2009-2010 period and described in Section I(B)(2)(b), below, and selected for inclusion in the Pool by the respective committees.

Selection as a member of the Pool does not guarantee that such athlete will be selected to participate in any USA Team Handball programs during the quadrennial, including those programs described in these selection procedures. Athletes may be added to the Pool throughout the quadrennial.

b. Observations and Evaluations of Athletes.

At the Evaluative Events described in Section I(B)(1)(a), above, one (1) or more members of the WNTSC will observe and evaluate athletes. Observation and written evaluation duties may be divided among the members of the WNTSC and each member's observations will be

reported to the other members of the respective committees. Athletes will be observed in order to develop information about the athletes with regard to the Selection Criteria, see Section I(C)(3). It is intended that the observation of athletes will be an ongoing process and that all observations at events which occur after approval of these procedures by the USOC and prior to a particular selection will be considered in the selection decisions. As indicated in these Selection Procedures, athletes may move into the WNT Pool throughout this process and not every member of the Pool will participate in each event. As a result, it is possible that each athlete being considered in selection for a Team may not have been observed at the same Evaluative Events or as many Evaluative Events as other athletes also being considered for that particular Team.

c. Invitation to USA Team Handball National Team Pool Selection Camp.

The USA Team Handball will invite members of the Pool to the Selection Camp, where athletes will participate in various handball practices and competitions and one (1) or more members of the WNTSC will observe the athletes for the purpose of evaluating them with respect to the Selection Criteria, see Section I(C)(3). The athletes invited will be selected from the events based on observations and evaluations by the WNTSC.

Selection Camp

2010 NT Pool Selection Camp,
Oct. 14-17, 2010, Chapel Hill, NC

Team(s) to be Selected

Pan American Games Qualifier Team
(16 athletes plus 4 alternates)

Selection for the listed Team (up to 16 players and 4 alternates) will be made from those athletes attending the applicable National Team Pool Selection Camp. Athletes not participating in the applicable camp are not eligible for selection to the listed Team, unless the absence has been excused by the WNTSC. Athletes competing in 2010-11 season in Europe are encouraged, but not required to attend Selection Camp. A waiver excusing an athlete's attendance may be requested in accordance with the procedure outlined in Section IX. Athletes will not be selected for a listed Team based solely on their performance at the immediately preceding Selection Camp. Instead, the selections will be based upon the Selection Criteria, see Section I(C)(3) and include the

cumulative written observations of the WNTSC at all of the Evaluative Events which occur prior to the selection of that particular Team.

d. Observation of Athletes at National Teams Program Events.

Once selected as a member of a Team, including Youth and Junior National Teams, the athletes may participate in various competitions and events at which they will be observed by one (1) or more members of the WNTSC for the purpose of continuing evaluation of the Selection Criteria. The WNTSC members present at such competitions and events, will submit a written report of their observations of the athletes to the remaining members of the WNTSC.

3. Selection Criteria.

In selecting athletes to be members of the Teams, the WNTSC will consider information, such as observation and statistics of both objective and subjective nature that pertains to the criteria listed below in the categories of Offensive Performance, Defensive Performance, Goalkeeping Performance, Psychological Skills and Other Considerations (the Selection Criteria"). In evaluating athletes, the WNTSC will use a standard evaluation document consistent in content with the Selection Criteria listed below and outlined in the attached Exhibit B. The selection procedure of a team handball player has to concern itself with the individual's overall performance and her/his contribution to the performance of the team as a whole in interaction with the other players.

Offensive Performance (Individual and Group/Team skills)

Defensive Performance (Individual and Group/Team Skills)

Goalkeeping Performance

Psychological Skills

Other Considerations:

- Physical Strength & Conditioning
Athletes must have muscular strength/endurance and conditioning, especially anaerobic endurance, speed and explosive power, to perform at the international level.
- Teamwork and Leadership
Athletes must exhibit willingness to accept assigned roles that lead to team success
- Versatility: Offense/Defense

Athletes need to have acquired wide and balanced spectrum of skills to fulfill requirements of playing on multiple positions as needed.

- **Communication & Interpersonal Skills**
Athletes ought to demonstrate such traits as (a) using appropriate verbal and non-verbal communication with teammates and staff, (b) showing respect to all athletes, coaches, and support staff, (c) being enthusiastic, positive, dedicated to the sport, approachable, trustworthy, etc.
- **Organizational & Instructional Skills**
Athletes should display, at minimum, the following abilities: (a) attentive listening, processing input/feedback from coaches, (b) active mental training aimed at enhancing learning and performance, (c) following staff's advice with regard to nutrition, fitness, individual technical/tactical development, (d) developing short and long term goals, (e) making necessary and timely adjustments during the practice/game to optimize his/her and team's performance.

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

The WNTSC, which includes a minimum of 20% athlete representation, is responsible for making all athlete selections for the Teams. The 2010 USA Team Handball National Team is subject to final approval by USATH Board of Directors.

Women's National Team Selection Committee

| Name | Position |
|------------------------|---------------------------|
| 1. Mariusz Wartalowicz | Technical Director |
| 2. TBD | MNT Head Coach* |
| 3. TBD | Athlete Representative ** |

* MNT Head Coach shall be determined by Coach Selection Procedures prior to selection of athletes.

** AAC Representative shall be chosen by AAC Representative in consultation with AAC Alternate Representative, and shall not include any active member of MNT Pool.

II. DISCRETIONARY SELECTION (if applicable)

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

The sport of team handball is not a measured or timed event. In the selection of athletes who will compete together as a team, it is difficult to make selection decisions based solely upon objective criteria. The fact that various positions on the team (wing, backcourt, pivot, goalkeeper, defensive specialist) require different physical and mental attributes has to be considered. It is the belief of the WNTSC that considering the mix of Selection Criteria set out in Section I(C)(3), above, which includes subjective components in evaluation of performance ability and other listed considerations, will result in selection of the best athletes, who will work together as an effective team, to continue the success of this program.

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

See criteria listed above in Section I(C)(3).

- 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:

Women's National Team Selection Committee, see section I.D.

III. REMOVAL OF ATHLETES

- A. An athlete who is to be nominated to the Team by USA Team Handball may be removed as a nominee for any of the following reasons, as determined by USA Team Handball:
- Voluntary withdrawal. Athlete must submit a written letter to the USA Team Handball CEO/Executive Director.
 - Injury or illness as certified by an approved USA Team Handball physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved USA Team Handball physician (or

medical staff), his/her injury will be assumed to be disabling and he/she may be removed.

- Violation of the USA Team Handball's Code of Conduct (Exhibit C).
- An athlete selected as a member of the Pool participates in the Pool at the discretion of the WNTSC may be recommended for removal from the Pool by the WNTSC for any action determined by the WNTSC to be detrimental to a Team, USA Team Handball or any USA Team Handball athlete, coach or staff. If an athlete is recommended for removal from the Pool, she will receive written notification of such removal recommendation from the WNTSC.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Team Handball's Bylaws, Article 15.

- B. After acceptance of nominations by the USATH, the USATH has jurisdiction over the Team under the USATH Code of Conduct and Complaint 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:

When the WNTSC makes their final selection for the Team(s), they will name a number of athletes as replacement athletes. Replacement players will be members of the Player Pool as defined in Section I(C)(2)(a) and identified through the process outlined in Section I and II.

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

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

Replacement athletes will be selected to replace a previously nominated athlete based on their position and overall need of the team. The selection shall be made based upon the Selection Criteria, see Section I(C)(3).

- ii. after acceptance of nominations by the USATH:

Replacement athletes will be selected to replace a previously nominated athlete based on their position and overall need of the team. The selection shall be made based upon the Selection Criteria, see Section I(C)(3).

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

i. Group or committee who determines the replacement pool:

Women's National Team Selection Committee, see Section I(D).

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

Women's National Team Selection Committee, see Section I(D).

V. SUPPORTING DOCUMENTS

USA Team Handball 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 Pan American Games qualification matches against Canada.

VI. REQUIRED DOCUMENTS

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

USA Team Handball athletes, as a condition of participation, must sign USATH's Code of Conduct (Exhibit C).

VII. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOC approved Selection Procedures (complete and unaltered) will be posted/published by USA Team Handball in the following locations and will include the USOC approval date:

A. NGB/PSO Web site: www.handball.teamusa.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/PSO Official Publication (if any):

Not Applicable

C. Other:

Not Applicable

VIII. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USATH on October 19, 2010:

IX. MANDATORY TRAINING AND/OR COMPETITION

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

A mandatory training program will be created for the Team(s) in preparation for the Pan Am Games Qualifiers against Canada. Once the program is developed, the affected athletes will be informed no later than 30 days prior to each mandatory training, competition and event. Each member of a Team is expected to participate in the program of training developed.

All requests for waivers from participation in mandatory events must be presented to the WNTSC writing prior to the event. As soon as practical after receipt of the request, the WNTSC will review the request and approve or deny it. All waivers must be granted by the WNTSC in writing. The athlete understands fully and clearly that it is her responsibility to provide the WNTSC with written verification of any emergency, illness, or injury (illness or injury to be verified by the USATH approved physician selected by the athlete). Should verification of athlete injury or illness signed by the approved physician not be received by the WNTSC within five (5) business days of the initial written waiver request, the waiver request shall become null and void.

The WNTSC will provide the athlete written approval or denial of the waiver request within five (5) business days of receiving verification, unless it is a time sensitive issue, in which case the decision will be made immediately. Any mandatory event missed during that time shall be deemed by the USA Team Handball to have been missed without excuse.

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:

- | | | |
|------------------------|------------------------|-------|
| 1. Mariusz Wartalowicz | Technical Director | USATH |
| 2. Steve Pastorino | General Manager | USATH |
| 3. David Thompson | Athlete Representative | USATH |

XII. NGB/PSO BYLAWS AND GRIEVANCE PROCEDURES

The USA Team Handball Bylaws and Grievance Procedures can be found at:

www.handball.teamusa.org

XIII. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, PASO, as applicable, and/or International Handball Federation 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 International Handball Federation rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Team Handball. 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 Team Handball 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
- www.888athlete.org

XV. NGB/PSO 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 Team Handball.

| Position | Print Name | Signature | Date |
|--|---|------------------|-------------|
| NGB/PSO President or CEO/Executive Director | Stephen Pastorino (General Manager) | | |
| Nat. Team Coach, Head Coach, or Nat. Program Director | Mariusz Wartalowicz (Technical Director) | | |
| USOC Athletes' Advisory Council Representative* | David Thompson (Athletes' Representative) | | |

*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/PSO. If the AAC 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 Sport Partnerships Team or U.S. Paralympics representative.

Exhibit B

USA TEAM HANDBALL EVALUATION FORM (ATHLETE)

Note: Scores used within this form are for informational purposes only. They are not weighted and do not constitute and ranking system for team selection.

Evaluator: _____ **Date(s) of Observation:** _____ **Event:** _____

| INFORMATION | | | |
|---|---------------|-----------------|-------------|
| Player Name / Phone / Email | | | |
| Date of Birth / Preferred Hand | DOB | Left Hand | Right Hand |
| Team / Coach | | | |
| Preferred Position | Left-Wing | Circle/Pivot | Left-Back |
| | Wing | Goalie | Center-Back |
| | | | Right-Back |
| | | | Right-Wing |
| Height / Weight | H: | | W: |
| | | | |
| Individual Offensive Skills | Rating | Comments | |
| Ball Handling (pass/catch/dribble) | | | |
| Footwork /Positioning | | X | |
| Faking / Setting Picks | | X | |
| Throwing (Ground / Jump/ Situation) | | X | |
| 1-on-1 situations | | | |
| Passing (Goalkeeper) – Short /Long | | X | |
| Individual Defensive Skills | Rating | Comments | |
| Footwork / Positioning | | | |
| 1-on-1 | | | |
| Blocking (court players) | | | |
| Checking / Intercepting | | | |
| Blocking (GK) – High Shots (Goalkeeper) | | | |
| Blocking (GK) – Mid Shots | | | |
| Blocking (GK) – Low Shots | | | |
| Blocking (GK) – Wing Shots | | | |
| Tactical Offensive Skills | Rating | Comments | |
| Decision: 1-on-1 to throw and/or pass | | | |
| Changing Positions / Crossing | | | |
| Attacking the Gaps / Creating Overload | | | |
| Court Vision and Anticipatory Skills | | | |
| Game Knowledge and Usage | | | |
| Interaction with neighbor/team | | | |
| Tactical Defensive Skills | Rating | Comments | |
| Give over/take over | | | |
| Court Vision and Anticipatory Skills | | | |
| Game Knowledge | | | |
| Interaction with neighbor/team | | | |
| Psychological Skills and Factors | Rating | Comments | |
| Motivation | | | |
| Self-confidence | | | |
| Handling pressure/defeats/victories | | | |

| | | | |
|---|---------------|--|-----------------|
| Discipline / Attitude | | | |
| Other Factors | Rating | | Comments |
| Strength & Conditioning | | | |
| Teamwork & Leadership | | | |
| Versatility: Offense / Defense | | | |
| Communication & Interpersonal Skills | | | |
| Organizational & Instructional Skills | | | |
| Total Points | | | |
| Final thoughts & recommendations | | | |
| | | | |
| Scale: 1=poor 2=weak 3=average 4=good 5=very good | | | |

ATTACHMENT 1: USA TEAM HANDBALL CODE OF CONDUCT (ATHLETE)

ATTACHMENT 2: USA TEAM HANDBALL ATHLETE TRYOUT GUIDE