

USA Softball  
ATHLETE SELECTION PROCEDURES  
Pan Am Games, 2023  
~~December 8, 2022~~ Updated 1/23/2023

**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), International Paralympic Committee (IPC), Pan American Sports Organization (Panam Sports) or 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):

An athlete must reach her 14th birthday any time prior to the start (Technical meeting) of the event

1.1.4. Other requirements (if any):

- Athlete must be a current-year member in good standing of USA Softball or one of USA Softball's Allied member groups at the time

of selection. To find a list of Allied member groups please look at <https://www.teamusa.org/usa-softball/about-usa-sb/membership>

- Athletes must meet all health and safety protocols, to include vaccine requirements and/or testing requirements set forth by the government, USOPC, the IF and/or the local organizing committee.
- 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 [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](#).

1.2. Tryout Events:

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

- *Ongoing and Prior Events*
  - 2017 – 2023 USA Softball Selection Trials, National Training Camps, National Team exhibition games, and National Team International Competitions.
  - 2017-2023 Professional Fast Softball Pitch games domestic and International.
  - 2017-2023 College games at all levels.
  - 2017-2023 USA Softball National Championships, League, and Invitational Events.
- *2023 USA Softball Women's Camp ("Camp") \*, currently scheduled for June 12-15, 2023 in a location yet to be determined. Invitations for the camp will be sent out to athletes sixty (60) days prior to the event.*

*\* In the event of inclement weather, unplayable field conditions, or an athlete safety issue that may affect the Camp, USA Softball may need to adjust the time and duration of the Camp or cancel the Camp, depending on the severity of the playing and field conditions.*

1.2.2. Describe how athletes qualify for the events listed in 1.2.1.:

- Ongoing Screening for Membership in the Women's National Player Pool.
  - From time to time, one (1) or more members of the WNTSC *may* observe athletes at various events including, but not limited to, open exposure events, professional softball competitions and

events, interscholastic softball competitions and events, club or league softball events, and events coordinated by USA Softball. However, if any of the events listed below have been televised or videotaped, or data collected in another manner, the committees can use those resources as a means for screening. This screening is an ongoing process and will continue throughout the year. Observation by members of the WNTSC or data available from such events is solely for the purpose of general scouting except as indicated above in 1.2.1. The committees will not be individually evaluating each athlete competing at each event. Instead, general scouting will be conducted so that athletes can be identified who perform at a level which the committee believes is competitive in the current international field based on the criteria in Section 2. Players identified through the ongoing screening process will be considered for placement in the Pool by the WNTSC (See Section 11.). As a result, it is possible that each athlete being considered in the pool may not have been observed at the same screening events or as many screening events as other athletes also being considered for that particular pool.

- Membership in Women’s National Player Pool.
  - Athletes are eligible for selection to the USA Softball Women’s National Player Pool (“Pool”) if they meet the eligibility requirements in Section 1, however eligibility for selection to the Pool does not automatically guarantee placement in the Pool.
  - Athletes must be a member of the Pool to be selected to attend the Camp listed above in Section 1.2.1.
  - Athletes who are members of the pool shall include the following;
    - Athletes selected as a member of a USA Softball Women’s Team during the time of 2017 – 2023.
    - Athletes identified through the ongoing screening process described above and selected for inclusion in the Pool by the WNTSC.
- Selection as a member of the Pool in the 2021-2023 quadrennium does not guarantee selection to the Pool in other quadrenniums and does not guarantee that such athlete will be selected to participate in any USA Softball programs during the quadrennium, including those programs described in these selection procedures. Athletes may be added to the Pool throughout the quadrennium prior to the respective events each year.

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

- Observation of Athletes.

- At the Evaluative Events described in Section 1.2.1. above, one (1) or more members of the WNTSC, may observe and evaluate athletes. However, if no committee member is/was present at an event, if any of the events listed in Section 1.2.1. have been televised, videotaped, or data collected in another manner, the committees can use those resources as a means for observing. 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 WNTSC. Athletes will be observed in order to develop information about the athletes with regard to the Selection Criteria. It is intended that the observation of athletes will be an ongoing process and that all observations at events listed in 1.2.1, could be considered.

Selection of Pan Am Games Team - Utilizing the events in section 1.2.1 and using the criteria in Section 2, the athletes will be force ranked by position in each category. The highest ranked player by position will be ranked with a score of 1. If an athlete is the highest ranked player at two positions the committee will choose, based on the criteria in section 2 and the needs of the team, which position to select her for and then re-force ranks the second position to come up with the highest ranked player. Once the highest ranked player is determined at each position (For example, P-1, C -1, 1B-1, SS-1, 2B-1, 3B-1, OF-3) the remaining ~~6~~ 7 players for the 2023 Pan Am Games Team (for a total of ~~15~~ 16) will be selected based on the needs of the team using the criteria in Section 2. Once the final roster of ~~15~~ 16 athletes for the 2023 Pan Am Games Team is selected, the rest of the athletes from the pool will be considered as replacement athletes. These ~~15~~ 16 players will be announced on or before September 1, 2023

## 2. DISCRETIONARY SELECTION (if applicable)

2.1. Rationale for utilizing discretionary selection (if any):

The sport of softball is not a measured or timed event. In the selection of athletes who will compete together as a team, it is difficult to make a selection decision based solely upon objective criteria. It is the belief of USA Softball and the Women's coaching staff that considering a mix of Selection Criteria set forth below, which includes subjective components as well as objective statistical measures in evaluation of performance ability, will result in selection of the best athletes who will work together as an effective team and contribute to team success. This section

will be used for the selection of athletes for the Team and for the replacement athletes.

2.2. Define the discretionary criteria to be used (if any):

- In evaluating athletes, the WNTSC will use a standard evaluation document at camp and for events listed in Section 1.2.1. It will be consistent in content with the Selection Criteria listed below and data collected from the events in Section 1.2.1. Additionally this same criteria will be used when evaluating athletes' performances at the other events listed in 1.2.1:

Offensive Performance

Batting

- Batting statistics
- Batting average
- On-base percentage
- Hard hit average
- Slugging percentage

Batting observation

- Ability to make appropriate decision based on specific situations (for example, bunting, hitting to advance runners, etc.)

Running

- Speed (timed)
- Base running
  - Decision making
  - Efficiency

Defensive Performance

Fielding Statistics (objective)

- Fielding percentage

Fielding Observation (subjective)

- Glove work per position
- Foot work per position
- Arm strength per position
- Throwing accuracy per position
- Depth judgement on balls hit to fielder (spacing ability)

Communication with other players

- Instincts for necessary adjustments / positioning on the field.

### Pitching Performance

#### Pitching Statistics

- WHIP
- ERA
- Batting average against (RH vs LH)
- Pitches per inning
- Strike-out to Walk ratio
- Velocity by Radar Gun

#### Pitching Observation

- Pitch movement and control
- Situational Pitching
- Mound Presence and instincts
- Ability to adjust
- Pitcher/Catcher Relationships

#### Judgment

Communication with other players

Instincts for necessary adjustments/positioning

- Other Considerations

Teamwork – willingness to accept role that leads to team success

Enthusiasm – energy and support of teammates

Versatility – balance between offense and defense as well as the ability to play other positions to fulfill multiple roles

Maturity – ability to adjust to situations dealing with adversity, accepting things that don't go well and reacting appropriately;

Team Composition - The intended direction for the particular team (for example, if the team is intended to be primarily a power hitting team);

- 2.3. Name of the committee that will be responsible for making discretionary selections, along with a complete list of the members' titles:

The Women's National Team Selection Committee, which includes four (3) at-large members, the head coach of the Women's National Team, and two (2) duly elected athletes are responsible for making all athlete selections for the team.

2.3.1. 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 Softball's conflict of interest policy, to include completing and submitting a disclosure form for review by the USA Softball'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 USA Softball'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, USA Softball'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 Softball'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 USA Softball selection committee appointment process.

### **3. REMOVAL OF ATHLETES**

- 3.1. Prior to entry by name to the Local Organizing Committee by the USOPC, the NGB/PSO has jurisdiction over potential nominees.

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USA Softball CEO/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USA Softball a physician (or medical staff) approved by USA Softball, his/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 USA Softballs Code of Conduct (<https://www.teamusa.org/usa-softball/team-usa> – Under Get Selected to USA).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Softball’s Bylaws (Section 16) and the USOPC 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 NGB/PSO Code of Conduct, the USOPC’s Code of Conduct and Grievance Procedures apply. The USOPC’s Code of Conduct is included in the Games Forms made available prior to the respective Games; the USOPC’s Grievance Procedures can be found at:

[www.teamusa.org/Footer/Legal/Governance-Documents](http://www.teamusa.org/Footer/Legal/Governance-Documents)

- 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 Softball’s SafeSport 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:

- In the event an athlete is removed from a Team, a replacement athlete shall be recommended from the replacement athletes in the pool by Women's Coaching staff for final approval by the WNTSC. The selection shall be made based on the needs of the team using the process and using the Selection Criteria outlined in this document.

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

- In the event an athlete is removed from a Team, a replacement athlete shall be recommended from the identified replacement players in the pool by the Women's Coaching staff for final approval by the WNTSC. The selection shall be made based on the needs of the team and using the Selection Criteria outlined in this document.

## **5. SUPPORTING DOCUMENTS**

USA Softball 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 Pan American Games (include as attachments or provide links):

- USA Softball Code of Conduct
- USA Softball Athlete Agreement
- USA Softball Medical Treatment Consent Form
- USA Softball Schedule of Events Commitment
- USA Softball Travel Form

## **7. PUBLICITY/DISTRIBUTION OF PROCEDURES**

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

7.1. NGB/PSO Web site:

- <https://www.teamusa.org/usa-softball/about/national-team>

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: September 1, 2023

**9. MANDATORY TRAINING AND/OR COMPETITION**

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

- Athletes must participate in all team events as required and requested unless an absence is otherwise approved per the instructions below.
- If a training program (including strength, conditioning, nutrition, etc.) is created for the Teams. Once the program is developed, the affected athletes will be informed no later than thirty (30) days prior to each required training. Each member of the Team is expected to participate in the program of training developed.
- If a training, competition, and/or a competition event is created for a team. Once the event is created the affected athletes will be informed no later than sixty days (60) prior to each event. Each member of the Team is expected to participate in the event of training developed.
- All requests for waivers from mandatory training and/or competition due to emergency, illness, or injury from participation in mandatory events must be presented to the Chief Sport Development/Performance Officer in writing as early as possible prior to the event. As soon as practical after receipt of the request, the Chief Sport Development/Performance Officer and Head Coach will review the request, and if for injury or illness, will consult with certified medical staff approved by USA Softball, and approve or deny it. All waivers must be granted by the Chief Sport Development/Performance Officer in writing. The athlete understands fully and clearly that it is her responsibility to provide the written verification of any emergency, illness, or injury (illness or injury to be verified by USA Softball approved physician selected by the athlete). Should verification of athlete injury or illness signed by the

approved physician not be received within five (5) business days of the initial written waiver request, the waiver request shall become null and void.

- The Chief Sport Development/Performance Officer 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. Missing mandatory event(s) may result in removal (Please see Section 3.) of the athlete from the team per the recommendation of the head coach with approval of the WNTSC.

## **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:

The Women's National Team Selection Committee, which includes three (3) at-large members, the head coach of the Women's National Team, and two (2) duly elected athletes are responsible for making all athlete selections for the team.

## **12. NGB/PSO BYLAWS AND GRIEVANCE PROCEDURES**

The USA Softball Bylaws and Grievance Procedures can be found at:

<https://www.teamusa.org/usa-softball/about/national-team>

## **13. INTERNATIONAL DISCLAIMER**

These procedures are based on IOC, IPC, Panam Sports, APC, as applicable, and/or World Baseball Softball Confederation 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 the WBSC rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Softball. 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 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:

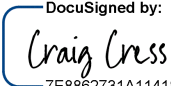
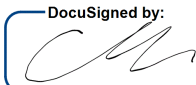

PHONE: (719) 866-5000

EMAIL: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)

WEBSITE: [www.usathlete.org](http://www.usathlete.org)

#### 15. NGB/PSO SIGNATURES

**I certify that I have read and understand the standards/criteria set by our IF and/or CF 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 Softball.**

| Position  | Print Name   | Signature  | Date     |
|---|--------------|--|----------|
| USA Softball President or CEO/Executive Director      | Craig Cress  | DocuSigned by:<br><br>7E8862731A11418... | 2/4/2023 |
| Nat. Team Coach, Head Coach, or Nat. Program Director | chris        | DocuSigned by:<br><br>83ACA878A2C8412... | 2/2/2023 |
| USOPC Athletes' Advisory Council Representative*      | Aubree Munro | DocuSigned by:<br><br>71E2D39EC9D74CC... | 2/2/2023 |

\* 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 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 USOPC AAC Representative, the NGB/PSO must designate an athlete from that sport to review and sign the Selection Procedures.