

USA Shooting (NGB)

Shotgun Athlete Selection Procedures

2025 Junior Pan American Games

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SECTION 1: OVERVIEW

These procedures outline the pathway for selection to the 2025 Junior Pan American Games (Games) in Shotgun. The maximum team size can be two (2) athletes per gender in each individual event (Skeet and Trap), totaling four (4) athletes per gender in Shotgun. However final team size will depend on earned Confederation of the Americas (CAT) quota. CAT quotas are awarded to USA Shooting.

SECTION 2: ATHLETE REQUIREMENTS

1. Nationality/Passports Requirements:
 - Have a valid United States passport by March 1, 2025, that does not expire for six months after the conclusion of the Games.
2. Minimum Panam Sports Requirements:
 - Abide by the rules in the Panam Sports Constitution, including nationality/citizenship requirements.
 - 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 Panam Sports Constitution (Article 34.4-7).
 - Abide by the Panam Sports Eligibility of Conditions Form/Conditions of Participation Form.
3. LOC Requirements:
 - Comply with all rules and policies implemented by the LOC.
4. Continental Federation (CF) Requirements:
 - Comply with all CAT eligibility requirements found here:
https://www.panamsports.org/en/documents/?doc_category=games
 - All participating athletes must be within the U22 category (athletes born in 2004 or after), athletes cannot be older than 21 years old until December 21, 2025; complying with article 3.7.4.12 of the International Shooting Federation.
5. USOPC Requirements:
 - Comply with all USOPC rules applicable to the Games (e.g., Demonstrations).
 - Complete all USOPC Games Registration requirements by the stated deadline.
 - Comply with the USOPC Delegation Terms, including the Conduct Requirements, which will be made available here: <https://www.usopc.org/games-and-qualification>
 - Comply with the [USOPC Athlete Safety Policy](#) and the [U.S. Center for SafeSport Code](#).
 - Undergo a background screen in accordance with the current [USOPC Background Check Policy](#) if you will be age 18 or older.
6. NGB Requirements:
 - Comply with the NGB Athlete Agreement.

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- Comply with the [NGB Code of Conduct](#).
- Comply with the [NGB SafeSport Policy](#).
- Athlete must have an active NGB membership.
- Athlete does not have an active suspension from the U.S. Center for SafeSport that would make the Athlete ineligible to participate in the Games.
- Athlete does not have an active sanction for an anti-doping rule/policy violation that would make the Athlete ineligible to participate in the Games.

SECTION 3: OTHER MINIMUM REQUIREMENTS TO BE ELIGIBLE FOR THE TEAM

- Meet the U.S. Center for SafeSport’s education and training requirements in accordance with the [USOPC Athlete Safety Policy](#) if you will be 18 or older on the day after the Closing Ceremony.
- Agree to be bound by and adhere to all Panam Sports, WADA, CAT, USADA and USOPC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing and an agreement to be bound to the results management authority of Panam Sports, WADA, CAT, USADA, or other Anti-Doping Organization as applicable.
- Meet all health and safety protocols, to include vaccine requirements and/or testing requirements set forth by the government, local laws, USOPC, CAT and/or the Local Organizing Committee.

SECTION 4: EVALUATIVE EVENTS

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

DATE(S)	DESCRIPTION/EVENT NAME
January 22 - February 2, 2025	USA Shooting Junior Division Selection Match 2 / West Palm Beach, FL
May 21 – June 1, 2025	USA Shooting Junior Division Selection Match 3 / Hillsdale, MI

SECTION 5: SELECTION PROCESS

Provide a step-by-step description of the selection process including an overview of the CAT Qualification System.

5.1 TOTAL QUOTA PLACES:

USA Shooting is eligible to earn up to two (2) quotas per gender in both Trap and Skeet at the Games. Quotas will be obtained at the Shotgun Qualification Event, to be held on March 7-17, 2025 in Bridgetown, Barbados. Quotas will be assigned to USA Shooting and will not be given to the athlete by name.

In the event that USA Shooting does not earn maximum quota at the Shotgun Qualification Event, additional quota may be obtained through reallocation, to be confirmed by CAT no later than April 11, 2025.

5.2 EVALUATION EVENT QUALIFICATION PATHWAY:

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USA Shooting Junior Division Selection Matches 2 and 3 are open to all active USA Shooting members that are born in 2004 or later. All athletes must register through the [USA Shooting website](#).

5.3 **NOMINATION TO THE TEAM:**

USA Shooting Junior Division Selection Matches 2 & 3 have been designated as the Selection Matches to the Games. Available quotas will be awarded to athletes by order of ranking in each event (Trap and Skeet) at the conclusion of the Selection Matches.

The Selection of the top placing athletes will be based on:

- a) Combined Qualification Score from Selection Matches 2 & 3 (out of 500 targets, 250 per competition).
- b) In case of a tie, a miss and out will determine ranking order.
- c) Final score and tie outcomes will be used to create a ranking list, scoring highest to lowest scoring athletes.

5.4 **MIXED TEAM:**

USA Shooting may enter up to two (2) teams in the Trap Mixed Team competitions. Teams must be comprised of athletes who have qualified as individuals. Teams will be formed based on ranking in the Trap event at the conclusion of the Selection Matches (i.e. the highest ranked Male Trap athlete and the highest ranked Female Trap athlete at the Selection Matches will be named as Mixed Team 1, and so on).

In the event of a conflict between this overview and the CAT Qualification System, the CAT Qualification System will take precedent.

For more details, please refer to the CAT Qualification System directly here:

https://www.panamsports.org/en/documents/?doc_category=games

SECTION 6: DISCRETIONARY CRITERIA TO NOMINATE ATHLETES

6.1 **RATIONALE FOR UTILIZING DISCRETIONARY SELECTION:**

N/A

6.2 **DEFINE THE DISCRETIONARY CRITERIA TO BE USED:**

N/A

6.3 **SELECTION COMMITTEE**

N/A

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SECTION 7: MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule, and duration of all mandatory training and/or competition that will be considered in Team selection.

N/A

SECTION 8: DATE OF TEAM NOMINATION

USA Shooting will nominate the Team, including any replacements/alternates to the USOPC on or before June 16, 2025.

SECTION 9: REMOVAL OF ATHLETES FROM THE TEAM

9.1 NGB JURISDICTION

- a. NGB has jurisdiction over athlete nominees until athlete entries have been submitted by the USOPC to the Local Organizing Committee. An athlete who is nominated to the Team may be removed for any of the following reasons, as determined by NGB:
 - i. Voluntary withdrawal. Athlete submits a written letter to the NGB CEO requesting to voluntarily withdraw from the Team.
 - ii. Injury or illness. A physician (or medical staff) approved by NGB provides certification that the Athlete has a debilitating condition. If Athlete refuses to provide verification of their illness or injury by a physician (or medical staff), their injury will be assumed to be debilitating and they may be removed from the Team.
 - iii. Failure to participate. Athlete does not participate in all Mandatory Training and/or Competition as defined in these procedures.
 - iv. Code of Conduct Violation. Athlete violates the [NGB Code of Conduct](#)
 - v. Athlete Agreement. Athlete violates a term in their signed NGB Athlete Agreement.
 - vi. Non-compliance. Athlete does not meet the athlete eligibility requirements listed in Section 2 and Section 3 of these selection procedures.
- b. An Athlete may be removed as a nominee to the Team or from the Team if found to have violated WADA, CAT, USADA and/or USOPC anti-doping protocol, policies and procedures, the U.S. Center for SafeSport Code, the USOPC Athlete Safety Policy and the NGB SafeSport Policy, as applicable.

9.2 USOPC JURISDICTION

- a. Once Athlete entries have been submitted by the USOPC to the Local Organizing Committee, the USOPC has jurisdiction over the Team.
- b. USOPC's Delegation Conduct Requirements apply in addition to the NGB Code of Conduct. The Delegation Conduct Requirements in the USOPC Games Delegation Terms are specific to each Games and are made available during the Games registration process.
- c. The USOPC's Grievance Procedures and Hearing Process are found within the USOPC Dispute Resolution Policy and Hearing Procedures.

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- i. See www.usopc.org/governance/dispute-resolution for more information.

SECTION 10: SELECTION PROCESS IF ATHLETE VACANCY OCCURS PRIOR TO SUBMISSION OF ENTRIES BY NAME TO THE LOCAL ORGANIZING COMMITTEE

- 10.1 Should a vacancy occur prior to submission of Entries by Name to the Local Organizing Committee, the athlete will be replaced by the next highest placing athlete in that same event at the Selection Matches.
- 10.2 All replacement athletes must meet all requirements listed in Sections 2-3.

SECTION 11: SELECTION PROCESS IF ATHLETE VACANCY OCCURS AFTER SUBMISSION OF ENTRIES BY NAME TO THE LOCAL ORGANIZING COMMITTEE

- 11.1 Should a vacancy occur after submission of Entries by Name to the Local Organizing Committee, if allowed, the same process as specified in Section 10 will be followed.
- 11.2 All replacement athletes must meet all requirements listed in Sections 2-3.

SECTION 12: RIGHT TO A HEARING

An athlete who is removed from the Team has the right to a hearing per the NGB's [complaint procedures](#) and the USOPC Bylaws (applies only for a Protected Competition), Section 9 (<https://www.usopc.org/governance/dispute-resolution>).

SECTION 13: REQUIRED DOCUMENTS

The following documents are required to be signed by an athlete as a condition of nomination to the Games:

- [NGB Code of Conduct](#)

SECTION 14: DISCLAIMERS

These procedures are based on Panam Sports and CAT rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in Panam Sports and/or CAT rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to NGB.

However, the selection criteria are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency. If any force of nature, pandemic, or force majeure, should cause the

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alteration or cancellation of any of the selection events listed in this document, these selection procedures may require revisions.

SECTION 15: CONFLICT OF INTEREST

All members of the Selection Committee (Section 6.3) and all individuals who developed these selection procedures (Section 21) must comply with the USA Shooting [Conflict of Interest Policy](#), to include completing and submitting a disclosure form consistent with USA Shooting's Conflict of Interest Policy before convening the committee.

A conflict of interest exists when a personal, family, financial, professional, club, team or business relationship or interferes with, or maybe perceived to interfere with a committee member's ability to be impartial and participate in the selection process in a fair and impartial manner. Any member of the Selection Committee who has an actual, possible, or perceived conflict of interest must disclose it to the NGB's Ethics committee prior to the start of the selection process and may be required to recuse themselves from the Selection Committee discussions and/or voting.

If a conflict exists, the NGB's Ethics committee shall review the conflict and determine the committee member's level of involvement (e.g., whether that committee member must recuse themselves from participating in discussions and/or voting).

During its review, the NGB Ethics Committee may ask a Selection Committee member or an affected person for more information at its discretion. For example, if a Selection Committee member is required to recuse themselves from voting, the NGB Ethics Committee may still determine that a Selection Committee member who has relevant and necessary information related to athlete performance, such as a national team coach or high performance director, may, if requested by the Selection Committee, provide that information to the Selection Committee if the information is provided in a fair and unbiased manner and if the Selection Committee member with the conflict of interest does not vote toward the final decision.

Additionally, any person with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest to the NGB at board@usashooting.org. Reports may also be made anonymously through the [USOPC's Integrity Portal](#). No committee member shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest. In addition, the USOPC maintains a strict no retaliation policy that prohibits any employee, contractor, agent, volunteer, or member of the USOPC to take or threaten to take any action against an athlete for reporting information to or seeking assistance from the Office of the Athlete Ombuds.

Any recused individual shall be replaced in accordance with the NGB Selection Committee appointment process.

SECTION 16: QUESTIONS REGARDING ATHLETE SELECTION PROCEDURES

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Athletes may contact the individuals listed below for information about these selection procedures.

Name: Ashley MacAllister
Position: Competitions Director
Email: Ashley.macallister@usashooting.org
Phone: 719-866-4760

Name:
Position: Team USA Athletes' Commission Representative
Email:
Phone:

ATHLETE OMBUDS

The Team USA Athlete Ombuds serves as a safe, independent, confidential place for Team USA Athletes to seek advice about any sport-related rule, policy, or process; how to navigate raising or responding to concerns; or access legal and mental health resources.

Team USA Athletes may contact the Athlete Ombuds:

PHONE: (719) 866-5000
EMAIL: ombudsman@usathlete.org
WEBSITE: usathlete.org

SECTION 17: GRIEVANCES

The [NGB Grievance Procedures](#) apply to these procedures

Section 9 of the USOPC Bylaws provides a process for an athlete to file a complaint with the USOPC against an NGB alleging that they have been denied, or threatened to be denied, with the opportunity to participate in a Protected Competition, as defined in the USOPC bylaws. Additional information on how to file a complaint can be found here: <https://www.usopc.org/governance/dispute-resolution>

SECTION 18: NON-RETALIATION

The USOPC and NGB have zero tolerance for retaliation against people who make good faith reports of potential ethical, policy, or legal violations, or who cooperate with investigations of those reports. That means no USOPC or NGB staff, Board or Committee member, or volunteer may threaten, harass, discriminate against, or take any negative employment or related action (e.g., discharge, demotion, suspension, negative review) on that basis.

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- Individuals may report concerns to the NGB by following the NGB's [Whistleblower Policy](#)
- Individuals may report concerns to the USOPC confidentially, or anonymously, online using the [USOPC Integrity Portal](#) or individuals may call the USOPC Integrity Hotline at 1-877-404-9935.
- Additional information can be found in the USOPC's [Speak Up Policy](#).

SECTION 19: SUPPORTING DOCUMENTS

NGB will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process as required by the NGB's Records Retention Policy or for six months past the date of the 2025 Junior Pan American Games, whichever is longer.

SECTION 20: QUALIFICATION FOR THE 2027 PAN AMERICAN GAMES

Gold medalists in all Shooting individual events from the 2025 Junior Pan American Games will qualify by name for the 2027 Pan American Games in Lima, Peru.



If the athlete who earned the quota cannot participate in the 2027 Pan American Games, the quota will be lost and may not be transferred to the country or to any other athlete.

SECTION 21: DEVELOPMENT, APPROVAL & CERTIFICATION OF SELECTION PROCEDURES

The following committee of individuals developed these selection procedures.

NAME	ROLE
Ashley MacAllister	Competitions Director
Peter Durben	Coach
Sarah Scherer	Team USA AC Rep

The following individual approved these selection procedures and through their signature, certifies that the procedures comply with the standards and criteria set by the CAT. The following individual further certifies that the information provided herein regarding Athlete Selection Procedures represents the method approved by the NGB and that these selection procedures will be posted on the NGB's website.

POSITION	NAME	SIGNATURE	DATE
USA Shooting Chief Executive Officer	Kelly Reisdorf		

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The following individual affirms that they read and understand the selection procedures.

POSITION	NAME	SIGNATURE	DATE
Team USA Athletes Commission Representative*	Sarah Scherer-Oursland	<i>Sarah Scherer-Oursland</i>	1/22/25

* If the Team USA Athletes' Commission Representative has delegated authority to the Alternate Representative to sign the Selection Procedures, attach a letter from the Team USA AC Representative indicating the reason they have delegated authority.

* Signature by the Athlete Representative constitutes that they have read and understand the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB, they may submit those reasons in writing to their USOPC Sport Performance Team.

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

APPENDIX A – COMMONLY USED ACRONYMS

AAC – Athletes' Advisory Council

AC – Athletes' Commission

Act or TSOASA – Ted Stevens Olympic and Amateur Sports Act

APC – Americas Paralympic Committee

CAS – Court of Arbitration for Sport

Center or CSS – U.S. Center for SafeSport

CF – Continental Federation

IMS – Internally Managed Sport (sport managed by the USOPC)

IOC – International Olympic Committee

IPC – International Paralympic Committee

IF – International Federation

LOC – Local Organizing Committee

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NGB – National Governing Body

NOC – National Olympic Committee

NPC – National Paralympic Committee

OCOG – Organizing Committee of the Olympic Games. The OCOG refers to the Organizing Committee of the Paralympic Games as well.

PAG – Pan American Games

Panam Sports or PASO – Pan American Sports Organization

PPAG – Parapan American Games

PSO – Paralympic Sport Organization

TEAM USA AC – Team USA Athletes' Commission (formerly USOPC AAC)

USADA – United States Anti-Doping Agency

WADA – World Anti-Doping Agency

APPENDIX B – GLOSSARY

Contingency means a future event or circumstance which is possible but cannot be predicted with certainty.

Delegation Event means the Olympic Games, the Olympic Winter Games, the Paralympic Games, the Paralympic Winter Games, the Pan American Games, and the Parapan American Games.

Force Majeure means an event or effect that cannot be reasonably anticipated or controlled (e.g., hurricane, tornado, etc.).

Grievance Procedures means the process that enables an athlete to file a complaint with the NGB or USOPC.

Jurisdiction means the power or authority to make decisions and judgments.

Nominated means an athlete, coach or staff member whose name has been submitted to the USOPC by an NGB for participation in the Games.

Protected Competition means a Delegation Event or a Qualifying Competition.

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Qualifying Competition means either of the following:

- ii. **NGB Qualifying Competition:** Any competition or activity organized or approved by the NGB where the athlete's performance or results are considered in the published selection criteria to represent the United States in a Delegation Event.
- iii. **International Qualifying Competition:** Any international sport competition where (i) athletes represent the United States against athletes representing other nations, (ii) the NGB officially designates entrants, as required by the competition organizers, and (iii) athlete results or performance are included in the published criteria to qualify, or be selected, to represent the United States in a Delegation Event.

Selected means an athlete, coach or staff member whose name has been submitted by the USOPC to the LOC at the final submission date, as determined by the LOC.

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APPENDIX C – ATHLETE RESOURCES

ATHLETE OMBUDS

The Team USA Athlete Ombuds serves as a safe, independent, confidential place for Team USA Athletes to seek advice about any sport-related rule, policy, or process; how to navigate raising or responding to concerns; or access legal and mental health resources.

Team USA Athletes may contact the Athlete Ombuds:

PHONE: (719) 866-5000

EMAIL: ombudsman@usathlete.org

WEBSITE: usathlete.org

SAFESPORT HELPLINE

The SafeSport Helpline provides crisis intervention, referrals, and emotional support specifically designed for athletes, staff, and other SafeSport participants affected by sexual violence. Through this service, support specialists provide live, confidential, one-on-one support that is available 24/7. Individuals can call the Helpline at 866-200-0796 or visit www.safesporthehelpline.org.

TEAM USA ATHLETES' COMMISSION (Team USA AC) *(Formerly Athletes' Advisory Council)*

The Team USA AC is responsible for broadening communication between the USOPC and active athletes and serves as a source of input and advice to the USOPC Board of Directors.

WEBSITE: www.usopc.org/teamusa-athletes-commission

TEAM USA MENTAL HEALTH RESOURCES

For those in need of mental health support, USOPC Psychological Services is available at psychservices@usopc.org, or you can connect with a licensed mental health provider 24/7 through the USOPC Psychological Services Support Line at 719-866-2255. You can also visit <https://www.usopc.org/mental-health> for information about all available resources or complete our referral link at go.teamusa.org/referrals to get connected.

USOPC DISPUTE RESOLUTION UNIT (DRU)

For Protected Competitions, USOPC's DRU oversees the administration of dispute resolution services to athletes and other members of NGBs for grievances under the USOPC's jurisdiction to ensure the complaints are heard in a timely and fair manner. For more information about this process, please visit the [dispute resolution website](#).

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USOPC ETHICS AND COMPLIANCE

USOPC's Ethics and Compliance team is responsible for ensuring the USOPC and NGBs comply with the Ted Stevens Olympic and Amateur Sports Act, their own bylaws and policies, and any other applicable laws or regulations. Any individual may report concerns confidentially, or anonymously, online using the [USOPC Integrity Portal](#) or individuals may call the USOPC Integrity Hotline at 1-877-404-9935 to report their concern over the phone.

USOPC SECURITY AND ATHLETE SAFETY REPORTING PORTAL

Athletes can report an incident of emotional, physical, or sexual misconduct, a violation of the Minor Athlete Abuse Prevention Policies (MAAPP) or a general security incident or concern through the [Safety Reporting Portal](#). Athletes may also report to the USOPC over the phone at 719-866-3869.