

Para Athlete Stipends and Support Programs
Last updated: December 2021

ATHLETE SUPPORT

I. Paralympic Archery

A. 2022 Athlete Stipends

1. Amount Available: \$50,000
2. Eligibility and Criteria Approved for Para Athlete Stipends and Elite Athlete Health Insurance (EAHI) and other support programs

In order to receive USOPC Athlete Stipends, athletes must be a member of Para USAT and meet the following additional requirements:

- Be a citizen of the United States and/or meet all World Archery eligibility requirements to compete for USA Archery internationally and be actively working towards, meeting all eligibility requirements to compete for USA Archery in the following Paralympics;
- Commit to a program of preparation with the intent of qualifying for and competing in the next Paralympic Games;
- Be actively competing in a Para division of domestic and international events (if eligible);
- Have a current valid USA Archery membership;
- Have a current U.S. Center for SafeSport training;
- Have a current USA Archery Background Screen;
- Have a current valid International classification;
- Be compliant with current USADA and WADA whereabouts standards and practices and all anti-doping policies and procedures;
- Have signed USA Archery Athlete Agreement and Intent to Compete on file for the current year;
- Adhere to training plans provided by USA Archery coaching staff;
- An athlete who meets the eligibility criteria for EAHI and/or Athlete Stipends at the time of pregnancy will continue to receive EAHI and/or the same amount of qualified USOPC Athlete Stipends for the duration of the pregnancy plus an additional one-year period from the date of birth of the child or end of pregnancy, provided that the athlete agrees that it is her intent to return to competition at an elite level. Receipt of these benefits shall not be conditioned upon any agreement that the athlete must continue to train during pregnancy or for the one-year period after the birth of the child or end of pregnancy. Upon the conclusion of the one-year period, the athlete will then have to re-qualify for EAHI and/or Athlete Stipends.
- Athletes who cannot currently train or compete for more than two consecutive quarters due to a medical leave of absence will not receive an athlete stipend for the 2nd quarter and subsequent quarter thereafter they are not actively training and/or competing. Upon return to training athlete stipends will be awarded once the athlete achieves at minimum, the current Para USAT MQS, at a USA Archery sanctioned state, national, USAT or world ranking event post return to training. If all necessary requirements are met, the athlete's stipend will be awarded the following quarter. No retroactive payments will be made.

Para Athlete Stipends and EAHl and/or other support programs will only be provided to athletes who are currently training and competing. Please note that USOPC Para Athlete Stipends may increase or decrease from year to year, and the number of athletes supported by USOPC Athlete Stipends may increase or decrease from year to year. Please see the Policy for Missing a Required Event located at www.usarchery.org for exceptions.

Non-Paralympic Years

Para USAT athletes who achieve the Elite Standard (See Table 1) at the prior year’s Para USAT Qualifier Series Events, Para World Ranking Events and/or other delegation events such as the Para Pan Am Games or Paralympic Games will qualify for Athlete Stipends and EAHl provided they meet the eligibility requirements outlined above. A total of \$50,000 will be distributed equally between all eligible athletes quarterly. If athletes are not actively competing and training or fail to maintain a USA Archery national ranking, participate in required camps and events outlined in Addendum A and their associated trials events, the Athlete Stipend award(s) may be eliminated, reduced or given to the next highest ranked athlete who meets the eligibility requirements, on a case-by-case basis, pending approval by USA Archery and the USOPC.

Paralympic Year Only

Para USAT athletes who achieved the Elite Standard at the prior year’s Para USAT Qualifier Series Events and/or World Ranking events will qualify for USOPC Athlete Stipends and EAHl provided they meet the eligibility requirements outlined above.

A total of \$50,000 will be distributed equally between all eligible athletes in February, May, August and November.

- February payment- \$12,500 available to be distributed between the athletes on the 2022 Para USAT who met the 2021 Elite Standard.
- April payment- \$12,500 available to be distributed to the athletes on the 2022 Para USAT who met the 2021 Elite Standard.
- July payment- \$12,500 available to be distributed to the athletes on the 2022 Para USAT who met the 2021 Elite Standard.
- October payment- \$12,500 available to be distributed to the athletes on the 2022 Para USAT who met the 2021 Elite Standard.

Table 1: 2021 *ELITE STANDARD	
DIVISION	72 ARROW ROUND SCORE
Compound Men Open	686
Compound Women Open	679
Recurve Men Open	628
Recurve Women Open	611
W1 Men	653
W1 Women	629

***The 2021 Elite Standard scores are estimated to be in the range of the 90th percentile of qualification round scores shot internationally between 2017-2020. Athletes are required to meet the 2021 Elite Standard in 2021 to qualify for Athlete Stipends, EAHI and/or other Athlete Support Programs in 2022, pending USOPC Athlete Stipend and other Support Program funding and approval.**

3. Stipulations for Athlete Stipends:
 - Each athlete recipient will be required to execute an agreement with the USOPC and will also be required to sign an agreement with USA Archery, outlining the athlete's commitment with respect to training, required camps and events, drug testing, compliance with applicable athlete codes of conduct and other policies and procedures.
 - When a provisional suspension has been imposed, USOPC and USA Archery shall suspend and accrue Athlete Stipend payments prior to a final determination of any violation. If an Athlete Stipend payment has been accrued and the athlete is subsequently found not to have committed a violation, the Athlete Stipend payment accrued shall be paid to the athlete. For EAHI, no consequences will occur until after a final determination of a rule violation has been found.

4. The Elite Standard athletes must meet to qualify for Athlete Stipends in 2023 is listed in Table 2 below:

Table 2: 2022 *ELITE STANDARD	
DIVISION	72 ARROW ROUND SCORE
Compound Men Open	687
Compound Women Open	678
Recurve Men Open	626
Recurve Women Open	610
W1 Men	655
W1 Women	637

***The 2022 Elite Standard scores are estimated to be in the range of the 90th percentile of qualification round scores shot internationally between 2017-2021. Athletes will be required to meet the 2022 Elite Standard Score in 2022 to qualify for Athlete Stipends, EAHI and/or other Athlete Support Programs in 2023, pending USOPC Athlete Stipend and other Support Program funding and approval.**

B. Elite Athlete Health Insurance (EAHI)

Eligibility and Criteria Approved for EAHI:

(Non-Paralympic Year)

Para USAT athletes who achieve the Elite Standard the prior year at an eligible event will qualify for EAHI provided they meet the eligibility requirements outlined above.

(Paralympic Year)

Para USAT athletes who achieved the Elite Standard the prior year at an eligible event will qualify for EAHI up to the point that the Paralympic Team is nominated, provided they meet the eligibility requirements outlined above. Once the Paralympic Team is nominated, only athlete(s) named to the Paralympic Team will be offered an EAHI slot upon acceptance by USOPC of being a member of the Paralympic Team through December 31st of that year, if athlete(s) submits all necessary paperwork by the required deadline.

C. Operation Gold

In the Paralympic year, multiple Operation Gold Awards will be paid to qualifying athletes. Teams and individuals must finish in one of the top-three places at the Paralympic Games to qualify for Operation Gold awards.

In non-Paralympic years, Operation Gold Awards are limited to one award per athlete in a program year; athletes who qualify for more than one award automatically receive the higher award. Individuals must finish in one of the top six places, while teams must finish in one of the top four places at the qualifying event in order to qualify for Operation Gold Awards in non-Paralympic years, provided individuals/teams finish among the top 50% of the individuals/teams who started the event. Operation Gold Awards will only be provided for team events competed at the Paralympics.

For purposes of Operation Gold, a team is defined as three or more athletes (pairs are awarded at the same rate as individual athletes).

Paralympic Sport Payment Schedule	World Para Archery Championships	World Para Archery Championships	Paralympic Games
PLACE	2nd Year in Quad	3rd Year in Quad	*4th Year in Quad
1st	\$3,750.00	\$3,750.00	\$37,500.00
2nd	\$3,125.00	\$3,125.00	\$22,500.00
3rd	\$2,500.00	\$2,500.00	\$15,000.00
4th	\$1,875.00	\$1,875.00	
5th	\$1,250.00	\$1,250.00	
6th	\$625.00	\$625.00	

D. **Mental Health Assistance Fund**

The USOPC will provide access to the Mental Health Assistance Fund (MHAF) per the eligibility criteria below:

- 1) All existing EAHI, National Medical Network (NMH), and USOPC mental health resources have been accessed and exhausted or deemed inappropriate.
- 2) Athletes who are training and have either been selected or are in contention to represent the U.S. at the next Paralympic Games OR
- 3) Athletes who represented the U.S. in the past two years at an elite competition in an event or discipline included on the programs at the next Paralympic Games, and/or have been selected to represent the U.S. at a similar event in the current or next calendar year.

Please review Appendix B for additional eligibility criteria and MHAF Program information or contact mentalhealth@usopc.org or call 719-866-2388.

E. International Event Selection

For funded Para International events with a closed registration process that do not have a unique trials process such as Para World Ranking events or the Para Pan Am Championships, Para USAT members will be given the first opportunity to attend based on their final Para NRS ranking as of December 31st of the prior year up to the maximum slots allowed if the event is held prior to July 1st. If the event is held after July 1st, athletes will be invited by order of placement in the Para NRS 60 days prior to the event up to the maximum slots allowed. If the "60-day prior" to the event timing falls over the top of a current Para NRS ranking event, the results of the Para NRS ranking upon completion of that event will be used to determine the selection of the team. If the event invitation is received after the 60 days' timeframe, individuals will be selected based on their Para ranking as of the date the invitation is received.

A reasonable deadline for acceptance will be determined for each event. If an athlete declines to participate or fails to respond within the given deadline, then the available position will be offered to the next highest ranked athlete in the Para NRS (to include non Para USAT members) 60 days prior to the event, for example. This process will repeat itself until all available slots are filled or until all eligible athletes have had the opportunity to accept or decline. If additional slots are available after all athletes who are eligible for a funded position on the team have accepted, other athletes may self-fund to the event if slots are available and if the athlete is internationally classified or internationally classifiable and meets all eligibility requirement set forth by USA Archery and World Archery to compete internationally for USA Archery.

F. International Event and Camp Funding

Funding guidelines will be announced no later than January of each year and are subject to increase or decrease annually based on fluctuating travel costs and yearly budgets. For 2022 the following funding guidelines will be in place for international events and camps:

- Athletes who have not met the International Event MQS within the last 12 months will be required to self-fund to international events as slots become available (see Section E). Athletes who self-fund will be required to provide their own agents and/or personal coach.
- Athletes who are not on Para USAT but met the International Event MQS (See Table 3) within the last 12 months at a sanctioned USA Archery USAT or national level event or World Archery sanctioned international event may receive funding support for international events and camps as slots become available (see Section E).
 - Athletes will only receive funding for this purpose for a maximum of two consecutive years.
- Athletes on the 2022 Para USAT will be funded to international events and camps up to a maximum of 3 athletes per category (see Section E).

Table 3: International Event –MQS

DIVISION	72 Arrow Round *MQS
Men’s Individual W1	590
Men’s Individual Compound Open	650
Men’s Individual Recurve Open	570
Women’s Individual W1	520
Women’s Individual Compound Open	620
Women’s Individual Recurve Open	530

*The International Event MQS is based on the 2020 Paralympic Games MQS.

G. Other Support

International Travel Stipends

Athletes who met the 2021 Elite Standard will be eligible for a \$1,000 travel stipend reimbursement. Athletes may request the athlete stipend (below) for reimbursement for eligible travel expenses according to USA Archery’s travel policy (i.e. event registration, airfare, ground transportation or lodging) incurred for participating in a USA Archery sanctioned Outdoor Target Nationals, USAT events or other non-funded World Archery sanctioned international events. Funding may also be used for travel costs associated with using funded user nights in Chula Vista, CA. Funding may not be requested for event prize pool registration fees. All reimbursement requests must be made by November 30th, 2022.

Funded User Nights at the Elite Athlete Training Center

Up to 30 funded user nights will be offered by USA Archery in 2022. Please review the [Funded Short-Term Training Program Policy and Application](#) for information on eligibility criteria and how to apply. When more user nights are requested than available USA Archery will evaluate applications based on athlete rank and equal distribution among male and female athletes within each category.

Sport Performance Services

Athletes selected to 2022 Para USAT and the 2022 Para World Championship Team will be eligible for Sports Medicine, Mental Performance and Dietician support as funding permits.

APPENDIX A

2022 Required and/or Funded Trainings, International Events and Camps

USA Archery will provide funding for eligible athletes to attend the below trainings, international events and camps as noted below, if applicable:

*Required International Events and Camps	Funding Provided For	Stipend Provided (For Mileage, Baggage Fees and/or Meals while traveling)
*Annual USADA/WADA Training - Required	FREE	N/A
Para World Championships Prep Camp	The top 3 athletes per category who meet the funding eligibility criteria set forth in Section F. Priority will be given to athletes based on the final Para World Championships Trials Rankings.	Yes – For Funded Athletes
*2022 Para World Championships Event - Required	The top 3 athletes per category who meet the funding eligibility criteria set forth in Section F. Priority will be given to athletes based on the final Para World Championships Trials Rankings.	Yes- For Funded Athletes
World Games	The top male and female athletes selected to the World Games Team (Compound Open Only)	Yes-For Funded Athletes
*Para Pan American Championships and Para Pan Am Games quota event - Required	The top 3 athletes per category who meet the funding eligibility criteria set forth in Section F. Priority will be given to athletes based on the Para NRS 60 days prior to the event.	Yes – For Funded Athletes

Dates and locations of events or camps will be announced 45 days prior to each event or camp, when possible. Events and/or camps dates may be modified or extended for due to COVID19 related local, state or federal government restrictions.

****Required USAT Events: Athletes are required to attend the necessary amount of United States Archery Team (USAT) qualifier series events to be actively working towards making the Para USAT team for the following year. More information can be found in the United States Archery Team Qualification Procedures and the Para National Ranking System, as well as in the Athlete Agreement.**

Athletes who cannot attend a required event as set forth in this document must adhere to the Policy for Missing a Required Event.

APPENDIX B



United States Olympic & Paralympic (USOPC) Mental Health Assistance Fund (MHAF)

Overview

The USOPC is committed to protecting the mental health of elite athletes training for the Olympic and Paralympic Games. Despite the mental health resources being developed at the USOPC, there are situations in which gaps in mental health coverage result in a financial burden. The USOPC Mental Health Assistance Fund (MHAF) will be used to direct financial gifts from our mental health ambassadors to close these gaps by financially supporting the mental health of our athletes.

Background

The USOPC supports the mental health of elite athletes training for the Olympic and Paralympic Games in multiple ways: Elite Athlete Health Insurance (EAHI), the National Medical Network (NMN), USOPC Mental Health Services (MHS), and other mental health resources. These programs are designed to support the mental health of our elite athletes and reduce the financial burdens related to mental health costs. Despite this investment in mental health, there are gaps necessitating athletes to manage expenses related to mental health that often result in elite athletes postponing or forgoing support for mental health to avoid encountering financial burden.

Proposal

The USOPC Athlete Services and Development Divisions have secured mental health ambassadors and hope to direct some of the donations from these mental health ambassadors to a Mental Health Assistance Fund (MHAF). This fund will be managed by the USOPC Sports Medicine's Director, MHS.

The initial budget for MHAF is \$250,000 annually. If demand exceeds \$250,000, the amount will be re-evaluated for the following year. These funds will be used to pay for mental health costs incurred by elite athletes training for Team USA.

Mental Health Reimbursement Program

Athlete mental health expenses eligible to be covered by the MHAF include:

- 1) Payment for mental health treatment
- 2) Deductibles and copayments for mental health services
- 3) Psychiatric prescription medication costs
- 4) Mental health related travel and accommodations



Criteria for eligibility of the MHAF are:

- 1) All existing EAHI, NMN, and USOPC mental health resources have been accessed and exhausted or deemed inappropriate.
- 2) Athletes who are training and have either been selected or are in contention to represent the US at the next Olympic or Paralympic Summer or Winter Games OR
- 3) Athletes who represented the US in the past 2 years at an elite competition in an event or discipline included on the programs at the next Olympic or Paralympic Summer or Winter Games, and/or have been selected to represent the US at a similar event in the current or next calendar year.

Please consult appendix for eligibility.

The USOPC reserves the right to make exceptions to these eligibility requirements in its sole discretion.

Athletes with qualifying mental health expenses will submit their claim to USOPC MHS. MHS staff will collect all information regarding the case (e.g., receipts, medical records) necessary to determine eligibility. The MHS staff will coordinate with stakeholders to confirm all existing assets have been explored. Once the case has been compiled, it will be routed to the Director, MHS to initiate the approval process. Eligible cases will be approved by the Director, MHS for reimbursement. If there are questions regarding eligibility, a committee of the Director, MHS, Vice President of Sports Medicine, Chief Medical Officer, and Chief of Athlete Services will make the final determination as to whether the case is eligible for funding, and if so, the amount of funding.

The MHAF, as with all USOPC services and benefits, is subject to the USOPC benefits eligibility matrix. Individual suspensions and sanctions will be reviewed during the application process.

Reimbursement Process

Each claim is eligible for approval for a maximum of \$25,000 per year for eligible mental health expenses. Payment through the MHAF can only reimbursement expenses that have already been paid by the athlete. During the fourth quarter of each year, a review of the MHAF budget and any outstanding claims will be performed. Athletes with claims that were not fully paid by the MHAF may receive additional reimbursement if resources are available.

Conclusion

The USOPC can help athletes improve mental health and ease the financial burden of unmet mental health expenses by creating and funding a MHAF. The MHAF provides a solution for the athletes who are not fully supported by USOPC mental health resources.