

USA Baseball
ATHLETE SELECTION PROCEDURES
Olympic Games Tokyo 2020
Men's Baseball
March 2, 2021
Amended March 26, 2021

Following the IOC's announcement that the Olympic Games Tokyo 2020 have been rescheduled to take place July 23 – August 8, 2021, it was confirmed that these Games would still be referred to as the Olympic Games Tokyo 2020. Therefore, any references to the Olympic qualification system, Olympic Team, and Olympic Games still reflect '2020' in these selection procedures.

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) standards for participation:

Any competitor in the Olympic Games must be a national of the country of the National Olympic Committee (NOC), 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).

1.1.3. Minimum International Federation (IF) standards for participation (if any):

Major League Baseball (MLB) and the World Baseball Softball Confederation (WBSC) determined in March, 2021, that players who are not on the 40-man rosters of the thirty MLB organizations, are eligible for selection, pending approval by the controlling baseball club of each said player. Free agents, amateurs and players in other U.S.A. and international baseball leagues are eligible, pending personal contracts with their organization.

~~Major League Baseball (MLB), the Major League Baseball Players Association (MLBPA) and the World Baseball Softball Confederation (WBSC) determined in March 2020 that players who are not on a 26-man roster as of June 1,~~

~~2021, are eligible for selection, pending approval by the controlling baseball club of each said player. Because the KBO and NPB will execute a pause to their respective 2021 seasons during the Olympic Games, qualified athletes in those leagues will be eligible for selection.~~

An athlete must reach his 18th birthday any time prior to the start (Technical meeting) of the event.

The complete WBSC Qualification System for Tokyo 2020 can be found www.wbsc.org, when published.

1.1.4. Other requirements (if any):

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 U.S. Olympic & Paralympic Committee (USOPC) Background Check Policy.

Any athlete age 18 or older as of the Closing Ceremony will be required to complete the U.S. Center for SafeSport's online training.

All athletes must comply with US Anti-Doping Agency requirements and training.

1.2. Tryout Events:

1.2.1. Provide the event names, dates and locations of all trials, events and camps to be used as part of the selection process.

Establishing the pool of candidates for constructing the 2020 U.S. Olympic Team is done by identifying athletes who meet the eligibility requirements (Section 1.1. above) and evaluating those athletes based on performances (Section 1.3. below) in any of the following:

- 2019 Minor League Baseball (MiLB) and MLB seasons to include the AZFL and the WBSC Premier 12
- 2020 MiLB and/or MLB seasons if applicable
- 2021 Spring Training, MiLB, and MLB if applicable (refer to 1.1.3. for exceptions)
- 2019, 2020 and 2021 Winter Leagues / International, if applicable
- 2019 and 2020 Leagues in Mexico, Taiwan, Korea and Japan, and in 2021 with consideration to exceptions in 1.1.3.

- 2019, 2020 and 2021 Independent Leagues, where applicable
- Professional and Collegiate Baseball seasons in 2019, 2020 and 2021
- International professional league seasons in 2019, 2020 and 2021
- USA Baseball alumni from national team programs in 2019, 2020 and 2021, where applicable.

An athlete may also be recommended for consideration by a professional baseball scout and/or administrator representing Major League Baseball, College coach/scout, or other individual.

To recommend a player to USA Baseball, contact:
Eric Campbell, USA Baseball General Manager, National Teams
2933 South Miami Blvd, Suite 119

919.474.8721 x222
ericcampbell@usabaseball.com
www.usabaseball.com

- 1.2.2. Provide event names, dates, locations and description of how athletes qualify for the trials, events and camps listed above in 1.2.1. (if any).

Qualification to the leagues referenced in 1.2.1. is not applicable to these procedures as qualification processes are managed by each league and is outside of USA Baseball's purview.

- 1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process (include maximum Team size).

Provided the U.S. earns a quota in accordance with the WBSC Qualification System for Tokyo 2020, the USA Baseball roster for the 2020 Olympic Team will consist of 24 players. In addition to the 24-man roster, the process outlined below will also be used to identify replacement athletes should the need arise (4.1.)

1. USA Baseball will establish the selection pool (1.2.) of eligible players (1.1.).
2. An Evaluation Panel consisting of scouting professionals will evaluate the selection pool based on the criteria outlined below and the evaluators will advise USA Baseball of roster recommendations. It is likely that this step will begin late winter/early spring of 2021 and will consist of a series of calls with the evaluators and USA Baseball.
3. Roster recommendations will be reviewed by the final Selection Committee (2.3.).
4. Once the Selection Committee approves a player to the roster, USA Baseball will

contact the player's employer (e.g., for a potential amateur player, his college head coach) and attain permission to speak directly with the player. Players designated as replacement athletes to the Olympic Baseball Team will be contacted through the same process.

5. USA Baseball will clearly discuss the role of the player in relation to the 24-man roster. In addition to accepting the nomination, the player must also accept his specific role to the Olympic Baseball Team. Upon acceptance by the player, the player will be added to the roster.

Criteria to be evaluated

Athletes identified through 1.2.1. will be evaluated on the following criteria based on their performances:

- availability
- position played
- playing ability/standard positional measurement
- versatility to play other positions
- coachability
- attitude
- adaptability to team concept
- additionally, pitchers will be measured on pitch limits and 'pitchability' enabling them to make 6-7 inning quality starts and relief pitchers who may be able to pitch on back-to-back days.

Emphasis when selecting athletes for the 2020 U.S. Olympic Baseball Team, in addition to standard positional measurement, will be evaluated with equal importance for offense and defense.

The Evaluation Panel may use live scouting, video and recorded statistics from players' performances in any of the leagues listed in 1.2.1. to evaluate athletes who are eligible for selection to the Olympic Baseball Team. Members of the Evaluation Panel or Selection Committee may or may not be present for those performances that are evaluated.

Using the criteria within this document, a "Short List" of up to 72 athletes shall be developed by the selection committee and submitted to the USOPC by June 4, 2021. All athletes on the Short List must meet the eligibility requirements outlined in Section 1.1.

On or before the Nomination Date, all committee members must agree before an athlete is set for selection to the Olympic Baseball Team as either a member of the 24-man roster or a replacement. Selections for the team and replacements must come from the Short List mentioned above. If the vote is not unanimous on a targeted

athlete, the moderator and the Field Manager will direct research questions in relation to this athlete and this targeted position for a subsequent conference call.

2. DISCRETIONARY SELECTION (if applicable)

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

In the selection of athletes who will compete together as a team, it is important to consider a number of factors, not all of which are objective measures. It is the belief of USA Baseball that considering the mix of Selection Criteria set forth in 1.3., which includes subjective components as well as objective statistical measures in evaluation of performance ability, will result in selection of the best players who will work together as the most effective team.

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

See Section 1.3.

2.3. Provide the name of the committee that will be responsible for making discretionary selections, along with a complete list of the members' titles currently serving on the committee:

Paul Seiler, USA Baseball CEO/ED

Eric Campbell, USA Baseball General Manager, National Teams

Mike Scioscia, Manager, 2021 USA Baseball Professional National Teams

John Gall, USA Baseball AAC representative

2.3.1. Specify the process that will be used to identify and handle any potential conflicts of interest involving a member of the committee.

Any member of the selection committee that has a possible conflict of interest must either recuse him/herself or disclose it to the NGB's Ethics Committee prior to the start of the selection process. A conflict of interest exists when the committee member has 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, the NGB's Ethics Committee shall vet the conflict and make the final determination of whether that committee member must recuse him/herself from participating in discussions and/or voting. The Ethics Committee may 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 the committee member with the conflict of interest does not vote toward the final decision. The committee member should 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 NGB's Ethics Committee. Reports may be made anonymously.

A recused individual shall be replaced in accordance with the NGB selection committee appointment process.

3. REMOVAL OF ATHLETES

- 3.1. Prior to entry by name to the Local Organizing Committee by the USOPC, USA Baseball has jurisdiction over potential nominees.

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USA Baseball CEO/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USA Baseball. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Baseball, 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 Baseball Code of Conduct (www.usabaseball.com/about/governance).
- 3.1.5. The athlete is added to the ~~26~~ 40-man roster of his Major League Baseball team on or after ~~June~~ July 1, 2021 and thus is no longer eligible for Olympic Games participation.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Baseball Bylaws (www.usabaseball.com/about/governance, Section 11) and the USOPC's 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 USA Baseball Code of Conduct, the USOPC's Code of Conduct and

Grievance Procedures apply. The USOPC's Code of Conduct and Grievance Procedures can be found at:

www.teamusa.org/Athlete-Ombudsman/Games-and-Competition
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, 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 Baseball'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:

After nominations are submitted (Section 8) and up until the Tokyo 2020 Sport Entries Deadline of July 4, 2021, if a vacancy on the 24-man roster needs to be filled, USA Baseball will consult with members of the Evaluation Panel to identify potential replacement athlete(s) from the Short List. Recommendations will be made to the Selection Committee with consideration given to the specific role the athlete to be replaced had on the U.S. Olympic Baseball Team. USA Baseball may select (in accordance with the criteria outlined in Section 1.3.) any athlete who was approved to be on their Short List submitted to the USOPC.

After July 4th, if a vacancy on the 24-man roster occurs, the Olympic Team Coaching Staff may select a player to fill the vacant position from among the replacement athletes identified through 1.3. above (and submitted as part of their Short List to the USOPC). In recommending the replacement player, the coaches will consider the criteria outlined in 1.3. and may also consider the position(s) that the replacement player is filling and attempt to fill with a similar player.

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

See 4.1.1.

5. SUPPORTING DOCUMENTS

USA Baseball 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 Olympic Games (include as attachments or provide links):

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

7.1. NGB Web site: www.usabaseball.com

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 and submitted to the USOPC on or before:

A Short List of up to 72 athletes shall be submitted to the USOPC on or before June 4, 2021.

From the Short List, the 24-man roster and replacements shall be submitted to the USOPC on or before July 1, 2021

9. MANDATORY TRAINING AND/OR COMPETITION

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

USA Baseball plans to hold a training camp in North Carolina no earlier than July 15, 2021 and a separate training camp in Tokyo on July 24-July 27, or until the first U.S.A. baseball game in the Olympic Games. Exact date and location will be announced at least 30 days in advance of the camp. Each player on the 24-man roster is required to participate in this training, unless excused by the selection committee for injury or other justifiable reason..

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, 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, 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:

Paul Seiler, USA Baseball CEO/ED
Eric Campbell, USA Baseball General Manager National Teams
John Gall, USA Baseball AAC representative

12. NGB BYLAWS AND GRIEVANCE PROCEDURES

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

www.usabaseball.com/about/governance

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC and WBSC rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC or WBSC rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Baseball. 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 USOPC.

14. ATHLETE OMBUDSMAN

The Athlete Ombudsman 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.

To contact the Athlete Ombudsman Office:

PHONE: (719) 866-5000

EMAIL: ombudsman@usathlete.org

WEBSITE: www.usathlete.org

15. NGB SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF 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 Baseball.

Position	Print Name	Signature	Date
USA Baseball President or CEO/Executive Director	Paul Seiler	<i>Paul Seiler</i> Paul Seiler (Mar 26, 2021 16:29 EDT)	Mar 26, 2021
Nat. Team Coach, Head Coach, or Nat. Program Director	Eric Campbell	<i>Eric Campbell</i> Eric Campbell (Mar 26, 2021 16:17 EDT)	Mar 26, 2021
USOPC Athletes' Advisory Council Representative*	John Gall	<i>John Gall</i> John Gall (Mar 26, 2021 18:15 PDT)	Mar 26, 2021

* 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 USA Baseball, he/she may submit those reasons in writing to his/her Sport Performance Team.

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












BAS 2020 SOG Athlete - Amended 3-26-2021

Final Audit Report

2021-03-27

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