

- **Publication Date:** 5/20/2024
- **Amendment Dates:** See Section 22

## SECTION 1: OVERVIEW

- **1.1:** These procedures outline the pathway for selection to the Premier12™ by way of the Professional National Team.
- **1.2:** The maximum team size can be 28 athletes.

## SECTION 2: SELECTION PROCESS DIAGRAM

The following provides a high-level overview of how athletes will be nominated to the Professional National Team:



**NOTE:** This diagram is for informational purposes only. In the event of a conflict between the diagram and any written section herein, the written sections will take precedent.

## SECTION 3: ATHLETE REQUIREMENTS

1. Nationality/Passports Requirements:
  - Have a valid United States passport at the time of selection that does not expire for six months after the conclusion of the Event.
2. International Federation (IF) and/or Continental Federation (CF) Requirements:
  - Abide by the rules in the WBSC Tournament Regulations, including nationality/citizenship requirements.
  - Comply with all rules and policies implemented by the WBSC.
  - Comply with all WBSC eligibility requirements found in the WBSC Tournament Regulations.
3. USOPC Requirements:
  - 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.
4. NGB Requirements:
  - Comply with the NGB Athlete Agreement.



- Comply with the NGB Code of Conduct and SafeSport Program.
- Athlete does not have an active suspension from the U.S. Center for SafeSport that would make the Athlete ineligible to participate in the Event.
- Athlete does not have an active sanction for an anti-doping rule/policy violation that would make the Athlete ineligible to participate in the Event.

#### **SECTION 4: 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 conclusion of the Event.
- Agree to be bound by and adhere to all WADA, WBSC, 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 the WADA, WBSC, 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, and WBSC.

#### **SECTION 5: 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
2022-2024	Major League (MLB) Spring Training, Minor League (MiLB) season, MLB season, Arizona Fall League
2022-2024	Collegiate Baseball seasons
2022-2024	International Professional League seasons
2022-2024	USA Baseball national team program alumni, where applicable

#### **SECTION 6: SELECTION PROCESS**

USA Baseball team selection processes are fair, inclusive, and comprehensive, ensuring we identify and nurture the best talent in preparation for international competition. The Selection Committee (Section 7.3) will evaluate athletes based on their performances in the evaluative events found in Section 5.

The selection committee evaluates players based on the specific criteria outlined in Section 7 of the selection procedures. These criteria are designed to recognize and reward players who demonstrate exceptional talent, dedication, and potential.



Based on the recommendations of the Selection Committee from all USA Baseball evaluative events, USA Baseball will extend a maximum of 36 invitations to the Premier12™ Training Camp. There, players can further demonstrate their skills against other elite-level athletes while competing for one of 28 nominations to the Professional National Team.

## **SECTION 7: DISCRETIONARY CRITERIA TO SELECT ATHLETES FOR THE TEAM**

- **7.1: Rationale for utilizing discretionary selection:**

- When selecting athletes to build a team, it is not just about evaluating statistics. USA Baseball understands that it is crucial to consider a multitude of factors, including both objective stats and subjective qualities. By carefully weighing these criteria, USA Baseball aims to assemble a group of players who not only excel individually but also complement each other's strengths, working together to be the most effective team.

- **7.2: Define the discretionary criteria to be used:**

- USA Baseball will take the following discretionary criteria into consideration:
  - Player availability for the Premier12™
  - Position(s) played
  - Playing ability/Standard positional measurement\*
  - Versatility to play numerous positions
  - Coachability
  - Attitude
  - Adaptability to team concept
  - Pitch limits (Pitchers only)
  - "Pitchability" (ability to make quality starts) (Pitchers only)

\*When selecting athletes for the Premier12™, standard positional measurement will be evaluated with equal importance for offense and defense.

- **7.3: Selection Committee**

- The committee that will be responsible for making discretionary selections or other decisions and recommendations directly impacting athletes in the selection process.

**Committee Name: Premier12™ Selection Committee**

- Tony Reagins; General Manager



- Mike Scioscia; Manager
- Paul Seiler; USA Baseball Executive Director/CEO
- Eric Campbell; General Manager, Collegiate and Professional National Teams
- Jacob May; USA Baseball AAC Chair
- Willie Bloomquist; USA Baseball AAC Vice Chair

## **SECTION 8: MANDATORY TRAINING AND/OR COMPETITION**

All athletes who hope to receive a nomination to the USA Baseball Professional National Team must be available to participate in the Premier12™ Training Camps. USA Baseball plans to hold training camps from October 30 – November 4, 2024 (Arizona), and from November 5 – 9, 2024, or until the team's first Premier12™ game, in Mexico. Exact dates and locations will be announced via the USA Baseball website at least 30 days in advance of the training camp.

## **SECTION 9: DATE OF TEAM NOMINATION**

NGB will nominate the Team, including any replacements/alternates to the USA Baseball AAC on or before October 10, 2024.

## **SECTION 10: REMOVAL OF ATHLETES FROM THE TEAM**

NGB has jurisdiction over athlete nominees until athlete entries have been submitted to the WBSC.

- a. An athlete who is nominated to the Team by NGB may be removed for any of the following reasons, as determined by NGB:
  - i. Voluntary withdrawal. Athlete submits a written letter to the NGB Program Director 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 (<https://www.usabaseball.com/about/governance/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 3 and Section 4 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, WBSC, USADA and/or USOPC anti-doping protocol, policies and procedures, the U.S. Center for SafeSport Code, the USOPC Athlete Safety Policy and NGB SafeSport policies, as applicable.

## **SECTION 11: SELECTION PROCESS IF ATHLETE VACANCY OCCURS PRIOR TO submission of Entries by Name TO THE WBSC**

- **11.1:** Should a vacancy occur prior to submission of Entries by Name to the WBSC, USA Baseball may replace an athlete with an athlete from the long list (PTR) who is recommended by the Selection Committee based on the evaluative events outlined in Section 5.
- **11.2:** All replacement athletes must meet all requirements listed in Sections 3-4.

## **SECTION 12: SELECTION PROCESS IF ATHLETE VACANCY OCCURS AFTER SUBMISSION OF ENTRIES BY NAME TO THE WBSC**

*[Describe the selection and approval process for determining replacement athlete(s). Note that after submission of entries by name, Late Athlete Replacement procedures will apply, if applicable.]*

- **12.1:** Should a vacancy occur after submission of Entries by Name to the WBSC, if allowed, USA Baseball may replace an athlete with an athlete from the long list (PTR) who is recommended by the Selection Committee based on the evaluative events outlined in Section 5.
- **12.2:** All replacement athletes must meet all requirements listed in Sections 3-4.

## **SECTION 13: RIGHT TO A HEARING**

An athlete who is removed from the Team has the right to a hearing per the NGB's complaint procedures found in the USA Baseball Bylaws, Section 11 (<https://www.usabaseball.com/about/governance/bylaws>).

## **SECTION 14: REQUIRED DOCUMENTS**

The following documents are required to be signed by an athlete (or guardian if required) as a condition of nomination to the Event:

- Athlete Agreement (Participation & General Liability Form)



## SECTION 15: DISCLAIMERS

These procedures are based on USA Baseball and WBSC rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in 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 alteration or cancellation of any of the selection events listed in this document, these selection procedures may require revisions.

## SECTION 16: CONFLICT OF INTEREST

All members of the Selection Committee must comply with the USA Baseball Conflict of Interest Policy (<https://www.usabaseball.com/about/governance/conflict-of-interest>), to include completing and submitting a disclosure form consistent with the USA Baseball Conflict of Interest Policy before convening the committee.

## SECTION 17: QUESTIONS REGARDING ATHLETE SELECTION PROCEDURES

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

**Name:** Eric Campbell

**Position:** National Team Program Director

**Email:** [EricCampbell@usabaseball.com](mailto:EricCampbell@usabaseball.com)

**Phone:** 919.474.8721 x222

### ATHLETE OMBUDS

The Team USA Athlete Ombuds serves as a safe, independent, confidential place for Team USA Athletes (Olympic & Pan American Games) 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](mailto:ombudsman@usathlete.org)



Website: [usathlete.org](https://usathlete.org)

## SECTION 18: GRIEVANCES

The NGB Grievance Procedures can be found in the USA Baseball Bylaws, Section 11 (<https://www.usabaseball.com/about/governance/bylaws>).

## SECTION 19: NON-RETAILATION

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. Additional information can be found in the USOPC's [Speak Up Policy](#).

- Individuals may report concerns to the NGB by emailing:
  - Paul Seiler (Executive Director/CEO; [paulseiler@usabaseball.com](mailto:paulseiler@usabaseball.com))
  - Karen Gaunt (Outside Legal Counsel; [karen.quant@dinsmore.com](mailto:karen.quant@dinsmore.com))
  - George Grande (Ethics Committee Chair; [ethics@usabaseball.com](mailto:ethics@usabaseball.com))

## SECTION 20: 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 for six months past the date of the Event.

## SECTION 21: DEVELOPMENT, APPROVAL & CERTIFICATION OF SELECTION PROCEDURES

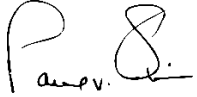

The following committee of individuals developed these selection procedures.

NAME	ROLE
Allison Gupton	Director, Baseball Administration
Brad Young	Senior Director, Governance & Strategy

The following individuals approved these selection procedures and through their signature, certify that the procedures comply with the standards and criteria set by the IF. The following individuals further certify 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 within five business days following the notice of approval from the USOPC.

POSITION	NAME	SIGNATURE	DATE
Executive Director/CEO	Paul Seiler		May 16, 2024
National Team Program Director	Eric Campbell		May 16, 2024

The following individual affirms that he/she read and understands the selection procedures.

POSITION	NAME	SIGNATURE	DATE
USA Baseball AAC Chair	Jacob May	 <small>Jacob May, May 17, 2024 21:37 EDT</small>	05/17/24

## SECTION 22: REVISION HISTORY

DATE	REVISIONS
May 20, 2024	Original document published.



## APPENDIX A – COMMONLY USED ACRONYMS

*(Provided by the USOPC)*

**AAC** – Athletes’ Advisory Council  
**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  
**NGB** – National Governing Body  
**NOC** – National Olympic Committee  
**NPC** – National Paralympic Committee  
**OCOG** – Organizing Committee of the Olympic Games  
**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

*(Provided by the USOPC)*

**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 a Delegation Event.

**Protected Competition** means a Delegation Event or a Qualifying Competition.

**Qualifying Competition** means either of the following:

- **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.
- **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 OCOG at the final submission date, as determined by the OCOG.

## APPENDIX C – ATHLETE RESOURCES

*(Provided by the USOPC)*



### **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](http://www.usopc.org/teamusa-athletes-commission)

### **ATHLETE LEGAL AID**

The purpose of the Athlete Legal Aid Program is to assist elite athletes without sufficient financial means to seek aid for fees and costs associated with legal representation or the proceeding itself with respect to claims before an anti-doping organization, NGB, IF, the U.S. Center for SafeSport, USOPC, IOC/IPC, Court of Arbitration for Sport (CAS), or other sport-related tribunal within the Olympic and Paralympic Movement.

WEBSITE: [www.usopc.org/ombuds/athlete-legal-aid-program](http://www.usopc.org/ombuds/athlete-legal-aid-program)

### **ATHLETE OMBUDS**

The Office of 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 NGB.

To contact the Athlete Ombuds Office:

PHONE: (719) 866-5000

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

WEBSITE: [www.usopc.org/athlete-ombuds](http://www.usopc.org/athlete-ombuds)

### **USOPC DISPUTE RESOLUTION UNIT (DRU)**

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](#).

### **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.

### **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](http://www.safesporthehelpline.org).

#### **TEAM USA ATHLETE SERVICES**

The USOPC helps support Team USA athletes from the start of their career to their retirement and beyond through direct funds, programs and services that help athletes excel in their day-to-day lives, on and off the field of play.

WEBSITE: [www.usopc.org/athlete-benefits-and-resources](http://www.usopc.org/athlete-benefits-and-resources)

#### **TEAM USA MENTAL HEALTH RESOURCES**

The USOPC is committed to promoting sustained well-being for Team USA athletes. More than ever, it is critical that the USOPC empower those who are in need to seek mental health assistance, while proactively delivering mental health resources and services. The USOPC Mental Health Services has five full-time licensed mental health providers to serve the mental health needs of Team USA athletes and staff.

WEBSITE: [www.usopc.org/mental-health](http://www.usopc.org/mental-health)






# FINAL\_USA Baseball Athlete Selection Procedures-Premier12(TM)

Final Audit Report

2024-05-18

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