

# United States Olympic & Paralympic Committee Procedure



Procedure Name: Supporting Athletes with an Intellectual Impairment Procedures

Governing Policy: Supporting Athletes with an Intellectual Impairment Policy

Publication Date: 02/01/2024

Governing Policy Owner: Chief of Sport and Athlete Services

Applies to:

- Generally
  - All USOPC Staff, independent contractors, and Sports Medicine volunteers
- Delegation Events
  - In addition to the above, this policy applies to the following individuals at Delegation Events: NGB Staff, independent contractors, volunteers, and athletes
- OPTC and Internally Managed Sport Activities
  - In addition to the above, this policy applies to the following at the OPTC and Internally Managed Sport Activities: NGB staff, independent contractors, volunteers and athletes

Purpose: To describe how the USOPC will implement the Supporting Athletes with an Intellectual Impairment Policy for the purpose of supporting Athletes with an Intellectual Impairment ("II Athletes") within the Olympic and Paralympic Movement.

Procedure Statement: The II Athlete's Support Team is tasked with preparing the Athlete Participation Plan ("APP"). The APP contains the Support Team's recommendations regarding an II Athlete's support type and level for applicable events and training environments. The Support Team will review the II Athlete's Supplemental Accessibility Survey responses and supporting information to prepare a comprehensive plan to ensure a safe and productive experience tailored to the individual II Athlete's needs. The APP will be reviewed and modified, if applicable, on an ongoing basis.

## Section 1. Definitions

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All relevant definitions are included in the USOPC Supporting Athletes with Intellectual Impairment Policy.

## Section 2. Athlete Participation Plan

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### 2.1 Athlete Participation Plan

- A. The USOPC will create an APP for an II Athlete who is participating in IMS Activities, a Delegation Event, or is being considered for a resident athlete position at an OPTC. The APP will consist of the following elements:

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1. Personal Care Assistants. The APP will contain detailed information regarding how Personal Care Assistants ("PCA") will support the II Athlete's needs.
2. Travel. The APP will describe travel support necessary for the II Athlete. If the II Athlete is unable to travel alone safely for IMS Activities and Delegation Events, the APP will identify if they will be escorted by a PCA, USOPC staff member, or their parent or guardian. II Athletes will not travel alone internationally, and arrangements must be made for someone to travel with them for international travel.
3. Events. The APP will contain information about the II Athlete's support needed for IMS Activities and Delegation Events. In addition to the other criteria in this procedures document, the APP should also contemplate rooming arrangements, locations with any security concerns for the II Athlete, and specifically for Delegation Events considering the limited credentials that are available.
4. OPTC and IMS Residential Programming at a Training Site. The USOPC will assess if it is able to support on-site or off-site residency for an II Athlete safely and appropriately.
5. On-Site Residency
  - a. The Support Team will determine if the OPTC or IMS can appropriately support the needs of the II Athlete as an on-site resident, and if so, what resources/accommodations will be necessary.
  - b. If the Support Team determines that an II Athlete cannot safely be supported as an on-site resident, the USOPC will evaluate if an off-site residency is a reasonable alternative.
6. Off-Site Residency
  - a. The Support Team will determine if the OPTC or IMS can appropriately support the needs of the II Athlete as an off-site resident, and if so, what resources/accommodations will be necessary.
  - b. The II Athlete must be able to manage transportation to and from the OPTC/Training Site to satisfy team obligations with any accommodations outlined in the APP.
7. Shared Rooming Arrangements
  - a. If it is determined that two II Athletes will be roomed together, it is preferred that the II Athletes have similar support needs

## Section 3. Procedure

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### 3.1 Procedure

- A. The following steps should be followed to create the APP for the II Athlete prior to the Athlete's participation.
  - 1. The Director of Sport will send the II Athlete and their parent/guardian (collectively, the "II Athlete") the Annual Accessibility Survey, the Supplemental Accessibility Survey, and a request for additional documentation. The requested additional documentation should support the II Athlete's intellectual impairment classification. The request shall include a response deadline for II Athlete submission.
    - a. Examples of supporting documentation may include an Individualized Education Plan (IEP), a Section 504 Education Plan, classification documents previously provided to Athletes Without Limits (IQ test and Adaptive Behavior Test), and any medical or clinical paperwork or clinical test/assessments that document the Athlete's intellectual impairment.
- B. If the II Athlete does not possess such documentation, or the submitted documentation does not reflect the current abilities of the II Athlete, the USOPC may request the II Athlete obtain additional documentation or testing.
  - 1. If additional documentation is necessary, the USOPC will use reasonable efforts to coordinate a referral for the II Athlete to an approved outside resource.
- C. Once the Supplemental Accessibility Survey and additional documentation are received the Director of Sport will provide the documents to the Support Team for review.
  - 1. The Support Team will review the documentation and assess the II Athlete's support needs, provision of resources, and draft the APP.
- D. The Director of the Sport will review the APP with the II Athlete.
  - 1. The II Athlete may provide feedback to the Director of Sport, which will be incorporated into the APP at the USOPC's discretion.
  - 2. If additional or alternate support is requested, the Support Team will meet to determine if the support can be accommodated.
  - 3. If the requested support cannot be provided by the USOPC, the USOPC will take reasonable efforts to coordinate a referral for the II Athlete to an approved outside resource.
  - 4. All determinations made by the USOPC are final and not appealable.

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- E. The APP will be reviewed on an annual basis, as applicable, to ensure that proper support is being provided and that there have been no changes to the II Athlete's functional and/or cognitive abilities.
  - 1. The APP is subject to review at any time.
  - 2. An II Athlete and/or their parent or guardian can request a review of the APP at any time if there is a change in the II Athlete's needs. A review may or may not result in changes to the APP.
  - 3. Any member of the Support Team can request a review of the APP at any time should they observe any change in the Athlete's needs, function, and/or cognitive abilities.
- F. The APP and any subsequent versions will be signed by the Director of Sport, the II Athlete (if able), and the athlete's parent or guardian.
- G. Supporting documentation containing medical information of the II Athlete will be stored and transmitted securely in accordance with applicable privacy and confidentiality rules and regulations.

### Procedure History

Publication Type	Procedure Approver	Publication Date	Next Scheduled Review	Summary of Changes
Initial Publication	Board of Directors	February 1, 2024	December 2024	N/A-Initial Publication