

## **FREQUENTLY ASKED QUESTIONS (FAQs)**

To help address specific questions that you might get, below you will find a summary of questions and answers. This list may not be exhaustive.

*Question: Why did USA Shooting revisit the 2024 Olympic Selection Procedures for Shotgun?*

Answer: The Board responded to some athletes' concerns that the Shotgun Selection Procedures might be inconsistent with the Ted Stevens Olympic and Amateur Sports Act.

*Question: Who reviewed the Selection Procedures?*

Answer: The USA Shooting Board formed a Selection Committee as per USA Shooting Bylaws to review the issue.

*Question: How did the Selection Committee members get chosen?*

Answer: The USA Shooting Nominating & Governance Committee populated the committee with a mix of experts and athletes, after vetting members for credentials and conflicts of interest. The Board approved the Nominating & Governance Committee recommendations.

*Question: Who was on the Selection Committee?*

Answer: Five individuals:

- Ryan Tanoue – Chair: Director of Shooting Sports – Ohio State, Former US Team Rifle Athlete
- James Hall: Current US Team Pistol Athlete, Alternate AAC discipline representative for Pistol
- Peter Mahoney: USA Track & Field, Chief of Sport Performance, retired
- Jacqueline McCook: Independent Director, USA Shooting Board of Directors
- Steven Schammel: Attorney, Chair of the USA Shooting Judicial Committee

*Question: What did the Selection Committee review?*

Answer: The Selection Committee conducted a detailed review of Selection Procedures, taking a deep dive into related documents and received input from high performance professionals and multiple attorneys.

*Question: What did the Selection Committee recommend?*

Answer: The Selection Committee recommended no changes to the Selection Procedures.

*Question: Where can I find a copy of the Selection Committee Recommendation?*

Answer: The Selection Committee Recommendation has been sent to the affected athletes that were included in the Town Hall Meeting on January 6, 2024 and are also posted on the USA Shooting website.

*Question: What did the USA Shooting Board do with the recommendation?*

Answer: The Board voted unanimously to accept the recommendation. One Board member was not present at the meeting due to personal reasons. Three Board members recused themselves from the vote based on the assessment of the USA Shooting's Ethics Committee and outside counsel that a potential, real or perceived conflict of interest may exist.

*Question: Where can I see the minutes of the Board meeting?*

Answer: The meeting minutes are posted on the USA Shooting website.

*Question: Who said what at the Board Meeting?*

Answer: Discussions in Executive Sessions are held in trust, allowing for open and frank dialogue. The privacy of these discussions allows for honest exchange, vital for the Board's collective decision making and success so that the Board can discuss sensitive issues honestly and openly among themselves. The outcome is public and is included in the minutes of the meeting.

*Question: Why were some Board members not present at the board meeting?*

Answer: Certain Board members chose to recuse themselves due to conflicts of interest. In addition, the USA Shooting Ethics Committee reviewed potential conflicts of interest and recommended that those members with conflicts not attend the meeting.

*Question: Question: If the 2022 World Championship Performance Points were not mentioned in the 2024 Olympic Games Selection Procedures, why isn't including those performance points as part of the 2023 World Championship Team Selection considered retroactive, since the 2023 World Championship Performance Points are included in the 2024 Olympic Games Selection Procedures?*

Answer: The Selection Committee found that:

(1) there is no issue of retroactivity with regard to the use of the 2023 World Championship performance points in the 2024 Shotgun Olympic Selection Procedures;

(2) the issue of retroactivity regarding the 2022 World Championship performance points was addressed by the arbitrator in the 2023 Section 9 arbitration. The arbitrator found that the use of the 2022 performance points in calculation of the aggregate score and subsequent selection of the 2023 World Championship Team was fair and appropriate; and

(3) the 2024 Olympic Games Selection Procedures, as published on January 17, 2023, were fair, clearly articulated in a timely manner, and have thus far been consistently applied and thus meet all legal requirements of the Ted Stevens Amateur Sports Act, and bylaws of USA Shooting and The United States Olympic and Paralympic Committee.

*Question: What happens now?*

Answer: The shotgun Olympic Trials will be conducted as per the existing, approved 2024 Shotgun Olympic Selection Procedures posted on the USA Shooting website in January of 2023.

*Question: What if I have questions about how USA Shooting made its decision regarding the Selection Procedures?*

Answer: Athletes may reach out to their USOPC AC athlete representative, Sarah Scherer: [sarah.scherer@olympian.org](mailto:sarah.scherer@olympian.org), the Team USA Athlete's Commission representative Elizabeth Ramsey: [elizabeth.ramsey@teamusa-aac.org](mailto:elizabeth.ramsey@teamusa-aac.org) or to USA Shooting's legal counsel Laura Peeters at [macpeetlaw@gmail.com](mailto:macpeetlaw@gmail.com).

*Question: Where can I learn more about how to raise a concern?*

Answer: The Team USA Athlete Ombuds serves as a safe, independent, impartial, and confidential place for Team USA Athletes to seek advice about any sport-related rule, policy, or process; navigating how to raise or respond to concerns; or accessing legal and mental health resources. They can be reached at [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org) or 719-866-5000. You can learn more about the Athlete Ombuds [here](#).

*Note to stakeholders:* This was not an easy process or decision, with opinions on both sides, but it marks a proud day for USA Shooting, the Selection Committee and USA Shooting's newly formed board. The process functioned properly and efficiently under the USA Shooting Bylaws, signifying good governance and strong leadership at the Board level.