



LOMA LINDA UNIVERSITY
HEALTH

PossAbilities

2022 Paralympic
Training Program
Policies

TABLE OF CONTENTS

INTRODUCTION	3
CORE VALUES	3
PROGRAM DESCRIPTION	3
DRESS CODE	4
QUALIFICATIONS	4
PROFESSIONAL CONDUCT	5
DRUG POLICY	5
RESPONSIBILITIES/EXPECTATIONS	5

INTRODUCTION

Loma Linda University PossAbilities Paralympic Training Program is geared toward training and priming athletes to compete for a place on the National Paralympic Team and qualify for the Paralympics.

The Paralympic program is designed to create a pathway for athlete development and performance while maximizing participation in the community. The program has two main components:

- To provide year-round, sport specific, skill-based training and coaching at the elite level of competition.
- To focus on community outreach through program ambassadorship.

The application deadline is October 31st of each year. Sponsorships for the following calendar year will be announced no later than January 31st.

CORE VALUES

Sponsored athletes are expected to embrace the following values:

1. COMPASSION – Reflects the love of God with respect, mercy and empathy.
2. EXCELLENCE – Exceeds expectations with effectiveness, reliability and efficiency.
3. HUMILITY - Puts self-importance aside for the greater good of others.
4. INTEGRITY – Carries out actions with honesty and trustworthiness.
5. JUSTICE - Commits to diversity, equity and inclusion.
6. TEAMWORK – Collaborates to achieve a shared purpose.
7. WHOLENESS – Loved by God, growing in health, living with purpose in community.

PROGRAM DESCRIPTION

The Paralympic Training Program aims to provide a variety of support for sports equipment, training, travel expenses, and coaching expenses to our members who are participating in the program.

This program is not a “one-size-fits-all” program. Athletes chosen to participate in this program will receive individualized training and coaching to enhance their strengths and abilities. The athlete will receive a customized training schedule from their respective coaches based on the athlete’s needs. Athletes who do not own competition-level equipment are eligible to receive full or partial funding to purchase this equipment. Athletes who already own competition-level equipment can receive assistance in

maintaining their current equipment in racing condition. In short, each individual sponsorship will look different for each athlete. Sponsorship may include:

- Team uniforms
- Race fees
- Travel expenses to approved competitions
- Paid trip to National and World competitions
- Equipment considered (as needed)
- Coaching stipend

DRESS CODE

Sponsored athletes are required to wear Team PossAbilities gear and apparel during training and competitions, on the podium, during media interviews, travel to and from competitions, and while training for all that is funded by the program. The only exception to this rule is in the event an athlete is representing their national team at a sanctioned competition. Athletes are required to wear Team PossAbilities gear and apparel whenever possible. Team PossAbilities is your sponsor. If you have any questions about acceptable attire or representing other sponsors, please contact the program director.

QUALIFICATIONS

Online applications for the Paralympic program will be accepted throughout the year. Application can be found on our website. Submission of an application does not guarantee acceptance into the program. Athletes **MUST RE-APPLY EACH CALENDAR YEAR** no later than October 31st. These sponsorships **DO NOT** automatically renew. **ALL** applications will be accepted for review by the Paralympic subcommittee. However, to qualify for inclusion into the program applicants must:

- Approximate or be making progress towards meeting the national performance standard of their respective sport.
- Embrace the values of the organization.
- Exhibit professional conduct at all times.
- Abide by all sponsorship policies.
- Be an active member in the program.

PROFESSIONAL CONDUCT

Both staff and athletes of PossAbilities have a commitment to professionalism. Our actions and conduct make an impression on the public. We are a Christian organization and are dedicated to seeing that the behavior and conduct of staff and athlete reflect the core values of our institution. Please **REMEMBER** that as a sponsored athlete you are **ALWAYS** representing Loma Linda University Health and PossAbilities. Please behave accordingly (that includes personal social media).

Athletes are expected to recognize their sponsor (LLU Health PossAbilities) when interviewed or engaged by the media or in competition. Athletes or their affiliates are not

allowed to engage in personal fundraising for products or services already provided to them by this Paralympic Program sponsorship. Violation of this policy may result in immediate sponsorship termination. Any questions about external funding must be cleared by the program director.

DRUG POLICY

Loma Linda University Medical Center and its subsidiaries have a ZERO TOLERANCE policy when it comes to illicit drugs or Performance Enhancing Drugs (PED'S). Loma Linda University Medical Center policy stipulates that marijuana use is forbidden regardless of its legal status or Therapeutic Use Exception (TUE).

RESPONSIBILITIES/EXPECTATIONS

When you wear Loma Linda University PossAbilities gear and apparel you are acting as an ambassador of our program. As a sponsored athlete for PossAbilities' Paralympic Program, you will be responsible for the following:

1. Always be polite and always mind your language. Do not use foul language or 'curse' words while representing our program at events/activities including while traveling to and from such events/activities and on social media.
2. Present yourself as professional, acting with compassion and integrity to all that you are in contact with.
3. YOU are responsible for submitting your anticipated budget including your competition calendar, equipment expenses, and associated expenses to Program manager no later than October 31st of each calendar year for sponsorship of the following calendar year.
4. Sponsorships are generally processed as two sponsorship checks per year – one in quarter one and one in quarter two unless other arrangements are made. You are responsible for covering your own expenses. You must submit a yearend report to the program director of your spending of your sponsorship dollars for that funding year by October 31st. Your approved budget is only allowed to be spent as it is approved. It is a budget not a stipend. Any unspent money will roll over to the next year's sponsorship or returned to PossAbilities.
5. You are responsible for selecting your own coach. When selecting a coach please work with PossAbilities staff to ensure coaches are qualified and certified to perform the duties expected for a Paralympic hopeful athlete. If coaching expenses are included in your sponsorship, you are responsible for paying your coaching fees directly to your coach.
6. We expect that you will BE ON TIME and ready to compete for all competition start times!

7. You will be expected to assist in PossAbilities fund raising activities as deemed appropriate by program leadership.
8. You are required to blog on the teampossabilities.org website once a month for 12 months using your provided login by the program assistant. Your sponsorship may be withheld or discontinued if you do not blog.
9. Mandatory attendance is required of each athlete at the following program events: PossAbilities Triathlon (for triathletes, Redlands Bicycle Classic, Celebration Dinner, and the Women's Luncheon (for female athletes). Attendance is required at the annual team photo shoot.
10. Athletes living in Southern California are encouraged to become official volunteers of Loma Linda University and join the peer visiting program. An expected 2 hours of volunteerism is required of each athlete per quarter (8 hours annually). This may include activities in your own communities such as: speaking engagements, peer visits, meet and greets, and event volunteerism. This does not include mandatory events. For those not local to Loma Linda, CA can report volunteerism in your own community. Quarterly reports are due by the last day of each quarter.
11. Any and all outside fundraising must be approved in advance with program the director.
12. You are expected to keep your racing license current and to register your affiliation to Team PossAbilities when registering for a competition.
13. You are required to sign and agree to the "Paralympic Program Policies" and the "Athlete Sponsorship Agreement".

Your participation in this program is NOT guaranteed. Failure to abide by these policies may result in the decision to terminate your sponsorship at the discretion of the PossAbilities staff.