

BWL World Class Programmes 2018-2021

IPC World Para-Powerlifting

Selection Policy

**World Class Programme Membership & Athlete Performance
Awards**

2018



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PREFACE

The High-Performance mission at British Weight Lifting (BWL) is to develop a sustainable World Class Programme (WCP) for IPC World Para-Powerlifting that supports the development and preparation of talented lifters and demonstrates the potential to produce medal winning performances consistently at Paralympic Games in the future.

Athletes who are selected on to the WCP may be nominated for a UK Sport Athlete Performance Award (APA), which is a Lottery-funded grant to support their partnership and engagement with the WCP and progression towards a podium finish at the Paralympic Games.

The maximum number of awards available on the WCP between June 2018 and 31st May 2019 is 6, therefore 6 UK Sport APA's are available to award to eligible athletes. For the sake of clarity BWL do not have to award all 6 APA's.

BWL have the opportunity at the UK Sport annual investment review (AIR) each year to provide evidence for the number of awards to increase or for additional program funding to be awarded.

PURPOSE

The policy has been established to select athletes for the WCP who are most likely to win medals at the Paralympic Games in Tokyo 2020 and/or the Paralympic Games in 2024, engage with and contribute to the sustainability and development of WCP systems and who can take full advantage of the opportunities and support on offer from the WCP. It is essential that the Paralympic Games in 2024 are factored into selection decision making.

The policy has been based on and seeks the following (this is not an exhaustive list):

- Athlete willingness and/or capacity to engage in a partnership with BWL, communicate effectively, be supported by the WCP and its staff, learn and implement new skills and contribute to the knowledge and insight captured within the WCP while enhancing the Loughborough training environment in which all athletes may thrive.
- Athletes with the necessary performance level; Podium or Podium potential.
- An athlete's rate of progress regarding, competition performance, process-based markers of physical development and therefore the likelihood of them producing a medal winning performance at the Tokyo 2020 and/or 2024 Paralympic Games.
- The ability to agree with each athlete what they need most as an individual, to bridge the gap to the podium or to a more prestigious Paralympic/world medal.

For the sake of clarity, it is not necessary to select the 6 individuals who bench press the most but instead strike a balance between current performance level, development rate and contribution to systems and culture and what it feels like to be part of the WCP.

WORLD CLASS PROGRAMME OBJECTIVES

- To win 1 to 2 medals at Tokyo 2020 Paralympic Games.
- To develop a sustainable WCP that is fuelled by the engagement of its athletes and is supported by their contribution to build robust team centered ways of working, who have the potential to win more medals at the 2024 Paralympic Games than in Tokyo 2020.

1. ELIGIBILITY CRITERIA

1.1. To be considered for selection under this policy an athlete must be eligible to represent Great Britain under BPA, IPC rules and other BWL requirements, including but not limited to:

- being a citizen of the United Kingdom and hold a valid British Passport.
- being a member of British Weight Lifting and remaining so during the WCP Membership Period.
- being in good standing, not in dispute with British Weight Lifting and/or its affiliated bodies and eligible to represent Great Britain in International Competitions under the rules of BWL and the IPC.
- not be serving a ban from participation in the sport for any reason (such as a result of being found guilty of a doping offence or being found guilty of an offence relating to betting, manipulation of results, corrupt conduct, inside information etc.).
- being a participant in the BWL's anti-doping programme, including UK Anti-doping online whereabouts system, or be registered on this as soon as the athlete confirms their place on the WCP.
- meeting the criteria as set out in UK Sport's Eligibility, Conduct and Consequences Policy for Athletes in receipt of public funding and/or publicly funded benefits.
- have achieved a minimum performance standard in a weight class. Furthermore;
 - New podium potential athletes must have reached a funding matrix (Appendix 1) level of performance at a BWL competition or approved IPC competition in the last 6 months (from the date of selection and demonstrated progress within the funding matrix between 01st Jan 2017 and the date of selection, aligned with winning a medal at the Paralympic Games.
 - Current podium potential athletes must have demonstrated progress within the funding matrix between 01st Jan 2017 and the date of selection, aligned with winning a medal at the Paralympic Games.
 - New and current Podium athletes must have demonstrated the commitment and physical development necessary to maintain and or achieve a top 3 Tokyo Qualification ranking during the qualification period ending in May 2020.
 - If athletes have failed to do so it will be at the discretion of the selection panel having considered all selection criteria to determine whether a place on the WCP is offered or if current funding status remains or is modified for current members.
- be willing to develop a working partnership with the WCP in order to establish an agreed engagement schedule in Loughborough to generate confidence in competition preparation and performance potential as well as receive important education.
- Capable of contributing to developing sustainable WCP systems (ways of working) via a mutually beneficial relationship that fosters individual athlete and program development culminating in Paralympic and World medal winning performances within a program culture that allows athlete to thrive and prepare for a life after sport.

2. SELECTION OVERVIEW

2.1. The selection panel will consist of the following members:

- Member of the High-Performance Committee (HPC) – Chair.
- BWL Paralympic Performance Director.
- Another member of the BWL High Performance Programme. For example; Performance Pathway Manager.

The UK Sport Performance Advisor and a representative from the British Paralympic Association may also be in attendance in an observatory non-voting capacity and will ensure that the provisions of this policy are properly adhered to.

- 2.2. It will be the responsibility of the BWL Performance Director to ensure that the panel members have relevant information in advance of the meeting on which to make their decisions. This information is outlined in section 4.
- 2.3. As each athlete is considered, panel members will declare any conflicts of interest and the Chair will decide if that panel member can contribute to the discussion.
- 2.4. There will be no fewer than three members in attendance at any meeting of the Selection Panel, either in person or through telecommunications.
- 2.5. At the discretion of the Performance Director a confirmation period where by specific conditions and targets for an athlete have to be satisfied before membership can start or APA is awarded may be put in place.

3. SELECTION PROCESS

- 3.1. For athletes who satisfy the eligibility criteria and wish to be considered for selection on the WCP they must complete the attached application form (Appendix 2). All applications, including training and competition information requested should be submitted electronically to the Performance Director by 17:00 on the 05/06/2018. Nominations received after this time will not be eligible for consideration.
- 3.2. Each eligible athlete who has completed an application will have their application presented to the Selection Panel.
- 3.3. The Performance Director will communicate selection decisions to the athletes who have nominated themselves within 1 day of the Selection meeting has taken place.
- 3.4. Athletes applying for the BWL WCP will be considered with respect to a weight class identified within their WCP application. Based on this identified weight class and recent performances, athletes will be placed within one of the funding categories on the BWL WCP Performance Matrix (Appendix 1). This will determine their APA and funding level. The funding category should best reflect the evidence used during the selection process.
- 3.5. Only performances in the weight class identified by the athlete will be considered.
- 3.6. At the discretion of the selection panel an athlete may be selected in another weight class category if there is reasonable evidence to support this. The athlete would need to agree to their membership being offered with this bodyweight class identified as a priority for them to develop in.
- 3.7. At the discretion of the selection panel an athlete may be awarded an APA, modified to 70% of the full award which corresponds to a specific performance level (A-E). This will reflect the potential engagement an athlete has outlined and justified they are capable of and the panel believe is realistic and/or necessary. The panel acknowledges that athletes who commit to training and engaging in Loughborough a minimum of 2 times a month for multiple days on each occasion will receive the full APA award which corresponds to their performance level. This engagement does not include planned WCP training camps.

4. SELECTION CRITERIA

The BWL selection panel will consider the following in determining which athletes shall be selected onto the WCP. For the avoidance of doubt the below criteria are not to be assessed in order of priority; rather, the selection panel shall give due consideration to all the criteria set out below in reaching decisions which shall provide the best possible chance of achieving the purpose and the WCP Objectives on page 3 of this policy.

- 4.1. The maximum number of APA places available on the WCP is 6 however, this squad size can be smaller than this based on athletes satisfying these criteria adequately. For the avoidance of doubt, not all athletes who fulfil the selection criteria may be selected to the WCP. BWL do not have to select the 6 athletes who bench press the most.

- 4.2. Trends and world standards within the weight categories to predict likely medal winning performances.
- 4.3. Athlete's likelihood to win medals at the Tokyo 2020 and/or 2024 Paralympic Games. This will include analysing the athlete's performance trajectory and using this to assess the likelihood of performance levels being achieved that are necessary to medal at a Paralympic Games (as illustrated in Fig.1).
- 4.4. The number of years the athlete has been competing in the sport.
- 4.5. The athlete's medical and injury history and current injury status.
- 4.6. The athlete's history of operating productively at international competitions without impeding the final preparation of other athletes directly or indirectly.
- 4.7. Level of engagement with the NGB and participation at domestic competitions to support the development of para-powerlifting at a national level.
- 4.8. Athlete (and personal coach where involved) capabilities and intentions to optimise WCP support into their preparation and support the development of the sport, WCP systems and culture. This includes:
 - 4.8.1. Current Performance standard; Podium or Podium Potential
 - 4.8.2. Intention to communicate training objectives, competition priorities and alignment of performance goals to UK Sport annual milestone and Paralympic medal targets (Appendix 3)
 - 4.8.3. Utilising the capabilities of psychology, physiotherapy, nutrition, lifestyle and medical services in Loughborough to support preparation, raise competition potential and prepare for life after lifting
 - 4.8.4. Evidence and confidence that the athlete can communicate, and action agreed strategies. Equally important is the ability to voice concern, ask for help and communicate effectively when further clarity is needed, or alternative solutions are required.
 - 4.8.5. Openness to considering change in their preparation based on objective data relating to their technical and physical abilities collected and fed back via the WCP
 - 4.8.6. Endeavour to develop and maintain a lifestyle/behaviours that prioritise and support improvements in training and subsequent competition performances
 - 4.8.7. Willingness to contribute to the development of the WCP culture; team working to build a sense of support and belonging that allows athletes to thrive under pressure
 - 4.8.8. Evidence of displaying the following values; honesty, collaboration, open-mindedness, effort and accountability
 - 4.8.9. Ability to align personal performance ambitions with WCP milestone targets set by UK Sport
- 4.9. Completion and content of the WCP application form including competition performances between 01/01/2015 until now
- 4.10. Additional considerations for current WCP athletes (and personal coaches where involved) will also include:
 - 4.10.1. Objective data specific to training progress including training content (exercises, intensities, volumes) as provided from athletes training log and/or strength diagnostics where available
 - 4.10.2. Evidence of productive engagement with support staff to improve athlete preparation and competition performance. This includes:
 - Proactively seeking opportunities to optimise performance
 - Continual planning with the WCP aligned with annual performance targets and events
 - Consistent and regular communication with WCP staff

- Open-mindedness, collaboration and personal accountability
- Evidence they have challenged the WCP positively when uncertain or in disagreement
- Evidence that between the athlete and their support team they can deliver solutions to performance limiting factors

4.10.3. Progress that has been made with respect to the Performance Matrix (Appendix 1)

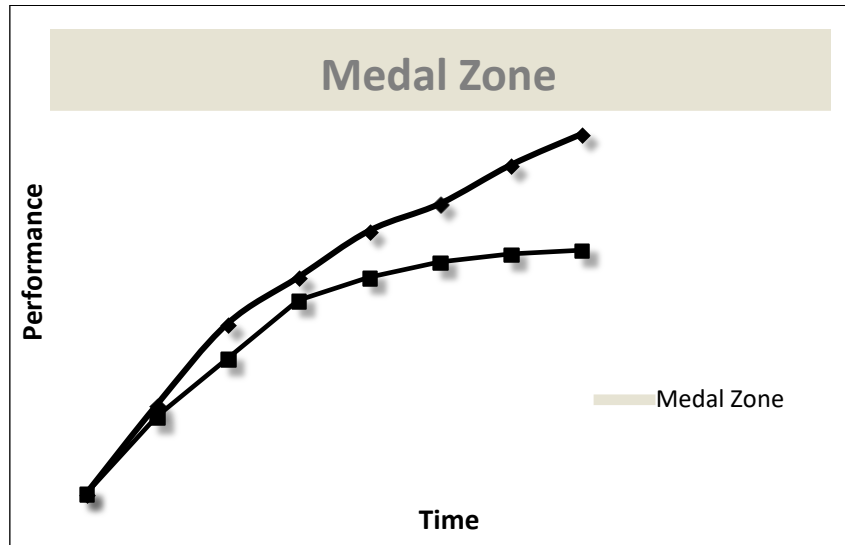


Fig 1. Demonstrates a positive performance trend on a trajectory with the current medal zone vs a negative performance trend demonstrating a plateau in performance.

5. APPEALS PROCEDURE

An athlete who was eligible for selection but was not selected may only appeal against the decision on the grounds that this selection policy and / or the selection criteria was not applied correctly.

Information regarding the BWL Appeals process can be provided upon request by contacting the BWL office on 01132 249402 or emailing the Performance Director: tom.whittaker@britishweightlifting.org

6. ATHLETE OBLIGATIONS

Any athlete selected onto the BWL WCP will be required to:

- 6.1. Sign and observe the terms of the Performance Athlete Agreement 2018-2021.
- 6.2. All athletes must develop an agreed engagement schedule in Loughborough with the Performance Director. This should;
 - 6.2.1. Reflect the agreed needs of the athlete, enhancing identified development areas specific to that athlete
 - 6.2.2. Achieve a productive balance between all available and suitable training environments
 - 6.2.3. Support the development of WCP ways of working and the culture within the WCP
 - 6.2.4. Determine whether the athlete receives a full or modified APA award (70%) based on engagement potential
- 6.3. Agree and share an Individual Athlete Plan (IAP) with the Performance Director, with the aim of documenting all ongoing strategies that emerge from collaborating with the support team and coach (personal or program), aligned with what it takes to win Paralympic medals over the next 6 years.
- 6.4. Use the PDMS app daily to share bodyweight and wellbeing information with the WCP Athlete Health lead

- 6.5. Complete a training log as agreed with the Performance Director
- 6.6. Attend agreed training camps and competitions aligned with point 6.3.
- 6.7. Complete 5 UK Sport athlete appearances per year which can be logged by the athlete appearance portal online.
- 6.8. When it is considered reasonable, to work with BWL commercial and communications departments to promote the BWL brand and Para Powerlifting within the UK

7. DE-SELECTION PROCEDURE

- 7.1. Each athlete who is selected onto the BWL WCP will meet with the support team and Performance Director to consider their progress and set objectives relating to competition, technical, physical, psychological and career/lifestyle development
- 7.2. The objectives and progress of each athlete will be reviewed every three months. If an athlete fails to achieve their objectives, an action plan will be developed for the athlete in conjunction with their coach and WCP support staff
- 7.3. The action plan will be reviewed on a regular basis. If consistent improvement is not achieved, then the BWL Performance Director will present the issue to the BWL High Performance Committee who will decide on any resulting action. The options available include de-selection from the BWL WCP, or changing the action plan to improve performance
- 7.4. Any athlete who breaches the terms of the BWL Performance Athlete Agreement 2018-2021, or otherwise stands accused of bringing BWL and / or the BWL WCP into disrepute, will be reported to the Performance Director. The Performance Director will determine the issue having due regard for natural justice, and the sanctions available to it will include de-selection from the BWL WCP, a written reprimand and / or a corrective action plan

8. TIMELINE OF CRITICAL EVENTS

- 8.1. By the end of the day 5th June 2018 - Athletes submit WCP application by 17:00hrs
- 8.2. On the 7th June 2018 - Selection Panel convenes to select up to a maximum of 6 athletes onto the WCP
- 8.3. On the 7th June 2018 - Athletes will be notified by phone if their application has been successful or not and a selection letter and Performance Athlete Agreement will be emailed*
- 8.4. By the 10th June 2018 – The deadline for submitting appeals is 1700hrs and at this point athletes will be informed if they could be affected by any appeal
- 8.5. Week beginning the 11th June 2018 – When necessary the appeal panel will convene
- 8.6. Week beginning the 11th June 2018 – After an appeal panel has convened athletes will be informed of the outcome if it relates to their selection in any way
- 8.7. By the 18th June 2018 - Athletes sign and return BWL Performance Athlete Agreement
- 8.8. Week beginning the 18th June 2018 - BWL nominates athletes to UK Sport for an APA

* Selection is provisional until all appeals are resolved, and Performance Athlete Agreements have been signed.

9. ADDITIONAL MATTERS

Any matters arising from this selection process that are not covered within this policy shall be determined by the BWL High Performance Committee (or representative thereof) acting at their sole discretion.

Appendix 1 – Performance Matrix

IPC Powerlifting Performance Matrix 2018-2021

BWL Performance matrices that will be used to determine the funding levels for athletes in BWL's Para-Powerlifting WCP squad. This performance matrix will be used as part of the BWL WCP Selection Policy to determine Athlete Performance Awards (APA).

Once membership to the WCP has been achieved there is a requirement that the athlete should progress along the funding matrix at a rate agreed with the and Performance Director.

BWL have **6 APA awards** from level E to level A. The award period is from June 2018 – 31st May 2019.

Athletes on the WCP and in receipt of an APA will also be eligible for support through the Athlete Medical Scheme (Insurance) and the BOA Passport Scheme

The APA is a grant paid directly from UK Sport to the Athlete, The APA is designed to enable athletes to engage optimally with the WCP and meet the necessary training and competition demands associated with progression towards the podium.

APA's serve to contribute to the **athlete's ordinary living costs** and **their personal sporting costs**. APAs are subject to a means testing exercise. UK Sport has set a maximum income threshold of £65,000 (including their APA) above which an athlete's APA will begin to be deducted pound for pound.

Podium Funding Level Performance Requirements

The information below outlines the selection requirements for Podium funding from June 2018 to 31st May 2018.

LEVEL	ELIGIBILITY REQUIREMENTS	MAINTENANCE
A – 28k	For athletes who have won a medal at the Paralympic Games in 2016, have won a Gold or Silver medal at the World Championships in the last 2 years and continue to perform at or display the potential to win Paralympic Medals in 2020	At the end of a funding year the athlete has a performance trajectory and training development data profile that indicates they can continue to challenge for a medal at the Paralympic games in 2020
B – 21.5k	For athletes who have won a Bronze medal at the world championships in the last 2 years	At the end of a funding year the athlete has a performance trajectory and training development data that indicates they can maintain this podium status and/or transition to silver or gold at the next Paralympic games

Podium Potential Funding Level Performance Requirements

MALE

CLASS	C £15K/£10.5K*	D £10K/7K*	E £7K/4.9K*
49KG	150	135	115
54KG	158	143	123
59KG	169	154	134
65KG	175	160	140
72KG	190	175	155
80KG	192	177	157
88KG	195	180	160
97KG	205	190	170
107KG	211	196	176
107KG+	217	202	182

FEMALE

CLASS	C £15k/£10.5k*	D £10K/7K*	E £7K/4.9K*
40KG	79	64	44
45KG	83	68	48
50KG	87	72	52
55KG	98	83	63
61KG	103	88	68
67KG	105	90	70
73KG	107	92	72
79KG	113	98	78
86KG	114	99	79
86KG+	118	103	83

*Is the modified APA award for attendance below the following engagement threshold. Athletes will receive the full APA award if they attend Loughborough twice a month, for multiple days and contribute to the development of WCP systems and program culture.

Competition Opportunities to Attain a Higher Podium Potential APA funding Level

On an annual basis, the following competitions will be opportunities to demonstrate a performance standard that meets the APA matrix requirements for a higher level of funding.

- **2018/19** – 2018 Commonwealth Games, 2018 European Championships, 2017 and 2018 British Championships, 2017 and 2018 Welsh Open (TBC), 2018 English Championships, Other 2018 IPC Open Regional Championships
- **2019/20** – 2018 and 2019 British Championships, 2018 World Championships, 2019 IPC World Cups, 2018 and 2019 English Championships

- **2020/21** – 2019 British Championships, Tokyo 2020 Paralympic Games, 2019 and 2020 IPC World Cups, 2019 English Championships

Short Term and Long Term Injuries Impact on APAs

In the event of short term injury/illness, and if an athlete is likely to recover to full fitness for training and competition, the athlete may continue to receive their full APA allowance up to a maximum of three months from the point of injury.

To continue to receive funding during a performance limiting injury/illness, the athlete would have to agree an appropriate rehabilitation/training and (if appropriate) competition programme with the Performance Director that would timetable and plot the return of the athlete after the injury/illness to full competitive level and to participate fully in the WCP as per the WCP Selection Criteria.

At the end of the three-month period of injury/illness, the Performance Director would be required to undertake a review with the athlete to assess the commitment and progress of the athlete against the agreed programme. If the athlete, during this three-month period had shown neither commitment nor progress against the agreed programme, the athlete would be given a notice period before being removed from APA support.

Pregnancy impact on APAs

To continue to receive funding during pregnancy (and after childbirth), the athlete would have to agree an appropriate training and competition programme with the Performance Director that would timetable and plot the return of the athlete after childbirth to full competitive level and to participate fully in the WCP as per the WCP Selection Criteria.

At the end of a three-month period after the childbirth, the Performance Director would be required to undertake a review with the athlete to assess the commitment and progress of the athlete against agreed performance targets. If this commitment were not demonstrated by the time of the three-month review, the athlete would be given a notice period (dependent on her time spent on the WCP) before being removed from APA support.

Transitional APA Funding

One month transitional funding will be offered to all athletes who are leaving the sport by choice, retirement or are no longer nominated for a place on the WCP at Podium or Podium Potential level. This one month transitional funding could be within an athlete's current award period, i.e. Athlete Reviews should be conducted before APAs are due to expire to allow for a transitional period and paperwork to be turned around. Further funding could be offered at current grant level and for a period of time dependent on continuous time spent on WCP to recognise commitment to the programme. This additional transitional funding is made at the discretion of the Performance Director:

- 1 year = 1 month transitional funding
- 2 years = 2 months transitional funding
- 3 years = 3 months transitional funding
- 4 years > = 4 months transitional funding

Appendix 2 – Application Form for Selection to the WCP for IPC WORLD PARA-POWERLIFTING

Please accept my application for consideration for selection to BWL World Class Program for the 2020 Paralympic Games powerlifting.

I acknowledge that I have read, understood, and agree to follow the British Weight Lifting Selection Policy for the WCP membership period.

I agree that as a condition of my place on the WCP, I will be obliged to enter into the following agreements prior to my nomination for an APA

- The British Weight Lifting Performance Athlete Agreement

APPLICATION FORM

ATHLETE INFORMATION	
Athlete's name	
Address	
Email	
Mobile	
Home Tel	
BWL membership no.	
Date of birth	
Date of first competition	
Have you ever served a ban for doping infringements? Please provide dates/details	
BODYWEIGHT CLASS (The bodyweight class you wish to be considered in for selection)	
PERSONAL COACH	
Name	
Email	
Mobile	

QUESTIONNAIRE

TRAINING
Please describe how you wish to engage with and collaborate with the WCP?
Which environments do you see yourself training in over the next 12 months?
As a monthly average, how often would/could you train in Loughborough?
What positive/or negative impact would this amount of contact in Loughborough have?
How often will you see your personal coach?
What information/data do you use currently to improve decision-making and collaboration with your personal coach?
What information would you want the WCP to provide you in order to optimise your progress and better understand your development needs and trajectory?

What do you currently do on a weekly basis to minimise risk of injury and illness?

Your current life situation (study, work)

What is your employment and or education status?

Secondly, if employed what are your current working hours and where is your job located?

If in education where are you based, to what level and on average how many days a week are you committed to this?

What will the funding and WCP support enable you to change for the better/achieve?

Do you intend to develop the skills and interests necessary to transition out of sport at some point in the future via the WCP performance lifestyle support? If so, please provide detail of the interests you wish to pursue?

ATHLETE NEEDS

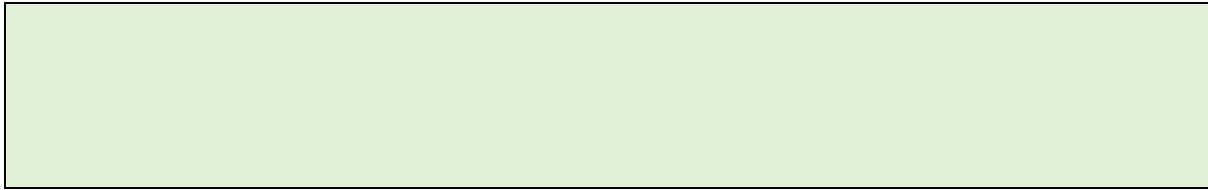
Please provide **up to 3** areas that are a priority for you to develop in order to medal at a future Paralympic Games? E.g. Specific technical, physical, psychological or lifestyle needs

1.

2.

3.

What support do you need in and from Loughborough headquarters throughout the next 12 months to support your ambitions and remain on track to medal at the 2020 Paralympic Games? E.g. competitions, planning, medical support, data feedback etc



ATHLETE/PERSONAL COACH STATEMENT

ATHLETE

- I wish to be considered for selection to the WCP for the memberships period June 2018-31st May 2019
- I confirm I understand and agree to adhere to the BWL WCP selection policy
- I agree to facilitate the various procedures laid out in the BWL WCP selection policy and to provide such assistance and information as BWL shall reasonably require in connection with the selection process laid out

COACH

- I agree and confirm that as an identified personal coach I will collaborate and engage with WCP staff and management where appropriate to align preparation towards the athlete's personal ambitions, UK Sport/BWL WCP milestone events and contribute to the consolidation of knowledge within and sustainability of the WCP.

ATHLETE	
SIGNED	
ATHLETE NAME	
DATE	
PERSONAL COACH (WHERE ACTIVE)	
SIGNED	
COACH NAME	
DATE	
PARENT/GUARDIAN (IF UNDER 18)	
SIGNED	
PARENT/GUARDIAN NAME	
DATE	

Completed applications must be submitted to the Paralympic Performance Director. Please send your submission by email to tom.whittaker@britishweightlifting.org.

Applications MUST be submitted by 17:00 on the 05/06/2018 to tom.whittaker@britishweightlifting.org

Appendix 3. UK Sport Milestone Targets 2017-2020

Year	2017	2018	2019	2020
Milestone details	<p>1 x top 5 – 1 medal</p> <p>2 x top 8 at the</p> <p>1 x top 10</p> <p>At the World Championships</p>	<p>2 x top 5 +</p> <p>1 x top 8</p> <p>1 x top 10</p> <p>Using Tokyo Qualification Rankings (1 athlete per nation) published using the results from the European Open Championships 2018</p>	<p>1-2 medals</p> <p>1 x top 5</p> <p>1 x top 8</p> <p>At the World Championships</p>	<p>1-2 medals at the Paralympic Games</p>