

**USA Skateboarding
GAMES STAFF SELECTION PROCEDURES
2020 Olympic Games
September 24, 2019**

These procedures provide for selection of USA Skateboarding's Games Staff [Team Leader, Team Manager, Medical, etc.] for the 2020 Olympic Games. However, accreditation allocation is not guaranteed and will be based on final USOPC credential allocation and overall team size. Responsibility of payment for allocated accreditations will be determined by the USOPC and USA Skateboarding.

1. Describe the specific Games Staff position(s) that USA Skateboarding is requesting.

USOPC Role Name (Games Function)	Responsibility
Team Leader	Serve as primary point of contact and liaison between the USOPC and USA Skateboarding before, during and after the Games.
Discipline Specific Team Manager (Park and Street, Men and Women)	Prepare athletes/teams for success on the field of play; handle travel and other team logistics, provide pre- and post-event analysis to athletes.
High Performance Manager	Manage and provide leadership, strategic planning, technical, and administrative support to help manage logistics and administration for athletes and staff.
Mentor(s)	Prepare athletes for success on the field of play; provide pre- and post-event analysis to athletes and team staff.
Medical Personnel (e.g., ATC, Physio, Physician, Massage)	Provide appropriate medical care to the athletes.
Non-medical Performance Staff (e.g., Sport Psychology, Nutrition, Video Tech, Technical Personnel)	Provide specific sport science support to athletes and coaches.

2. What are USA Skateboarding's criteria for the above Games Staff position(s)?

USA Skateboarding's Games Staff must:

- 2.1. Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOPC Games Background Check Policy prior to nomination.
 - 2.1.1. Should a nominee experience any event between the time the background check is conducted and the relevant Games that

may change his/her background check status, the nominee must inform USA Skateboarding and/or the USOPC.

- 2.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- 2.3. Have the ability to work effectively with the USOPC.
- 2.4. Have strong administrative, communication and organizational capabilities/skills.
- 2.5. Demonstrate ability to establish harmonious relationships with athletes and other Team personnel.
- 2.6. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.7. Be included on USA Skateboarding's Long List.
- 2.8. Successfully complete all Games Registration requirements by stated deadlines.
- 2.9. Participate in USADA training as required for position.
- 2.10. Successfully complete the U.S. Center for SafeSport's online training in accordance with the current USOPC Policy.
- 2.11. Have previous experience in an international competition setting, preferably with USA Skateboarding.
- 2.12. Be available for entire duration of the Games, if requested.

In addition to criteria 2.1. through 2.12., Team Leader must:

- 2.13. Be a currently employed staff member or contractor of USA Skateboarding.
- 2.14. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- 2.15. Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings.
- 2.16. Have USA Skateboarding's approval to make financial decisions regarding the Team.

In addition to criteria 2.1. through 2.12., Team Manager(s) must:

- 2.17. Either be a currently employed staff member or contractor for USA Skateboarding, or a registered member of USA Skateboarding in the Team/Athlete Manager category in good standing.
- 2.18. Have served in a Team Manager role for USA Skateboarding during the past quad (2017-2020).
- 2.19. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.
- 2.20. Possess high level, specific technical and tactical knowledge of the sport.
- 2.21. Have thorough knowledge and understanding of the IF rules and

regulations governing the sport.

In addition to criteria 2.1. through 2.12., High Performance Manager must:

- 2.22. Either be a currently employed staff member or contractor for USA Skateboarding, or a registered member of USA Skateboarding in the Team/Athlete Manager category in good standing.
- 2.23. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.
- 2.24. Possess high level, specific technical and tactical knowledge of the sport.
- 2.25. Have thorough knowledge and understanding of the IF rules and regulations governing the sport.

In addition to criteria 2.1. through 2.12., Mentor(s) must:

- 2.26. Either be a currently employed staff member or contractor for USA Skateboarding, or a registered member of USA Skateboarding in the Team/Athlete Manager category in good standing.
- 2.27. Be the personal Mentor as designated by at least one athlete who is named to the 2020 U.S. Olympic Team.

In addition to criteria 2.1. through 2.12., Non-medical Performance Staff must:

- 2.28. Either be a currently employed staff member or contractor for USA Skateboarding, or hold a current membership with USA Skateboarding.
- 2.29. Possess appropriate experience and, if applicable, certification(s), relative to the position/area of expertise for which they may be nominated.
- 2.30. For a Sport Psychologist position, candidate must have training in sport psychology and one of the following: a psychology licensure, CMPC certification or USOPC registry membership.

In addition to criteria 2.1. through 2.12., Medical Personnel must:

- 2.31. Possess the appropriate certifications.
- 2.32. Pass a medical credential review in addition to the approved USOPC Games Background Check, which will be a combined check managed through USOPC Sports Medicine (separately arranged background checks will not be considered).
- 2.33. Meet the required experience and proficiency levels as determined by USOPC Sports Medicine and outlined in Attachment A and the documents found at <https://www.teamusa.org/medicalvolunteer>.
- 2.34. Be approved for nomination through the USOPC's Sports Medicine Division.

2.35. Have served in a medical capacity for USA Skateboarding or comparable national governing body over the past quad (2017-2020).

3. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Games Staff position(s):

USA Skateboarding will not solicit applications for the Games Staff position(s) as there is a limited pool of eligible candidates who meet the criteria in Section 2.

Individuals to fill any of USA Skateboarding's Games Staff positions will be selected based on the candidate(s) who meet all applicable criteria outlined in Section 2 and who will best meet the needs of the athletes selected to the Team.

For Mentor position(s), all Mentors as designated by qualified athletes who meet the relevant criteria in Section 2 and the criteria below will be considered part of the pool of candidates. Top priority will be to identify one Mentor for Park and one Mentor for Street, while also ensuring one from each gender. For example, if the top-ranked athlete happens to compete in the Women's Park event and her Mentor is selected, then the next Mentor to be selected would be from the Men's Street event. If there are four or more accreditations allocated for Mentors, then the first four will be assigned to the top-ranked athlete's Mentor from each event. Any remaining accreditations will be assigned based on the criteria below, without prioritizing one event or gender over another.

The following factors, which are listed in no particular order, will be considered when developing the list of candidates and determining final selections:

- a) Athlete's position in the OWSR at the time of nomination
- b) Final results from 2020 World Championships
- c) Medal potential of competing athlete(s) based on ranking and past results
- d) History of traveling internationally with athlete(s)
- e) Practice and competition schedules
- f) Number of events in which Mentor's athlete(s) will compete
- g) Ability to work with multiple athletes

USA Skateboarding reserves the right to consider the practicality of combining two Games Staff roles (Team Leader/High Performance Manager, Team Manager/Mentor, for example) to be strategic in its use of available accreditations, while also maintaining focus on high performance. If it is the decision of USA Skateboarding to combine roles, then the candidate must meet all applicable criteria for the relevant positions as listed in Section 2.

4. Describe the removal of Games Staff:

An individual who is to be nominated to the above-listed Games Staff position(s) by USA Skateboarding may be removed as a nominee for any of the following reasons, as determined by USA Skateboarding.

- 4.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to the USA Skateboarding CEO.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by USA Skateboarding. If the individual refuses verification of his/ her illness or injury by a physician (or medical staff) approved by USA Skateboarding, his/her injury will be assumed to be disabling and he/she may be removed.
- 4.3. Inability to perform the duties required.
- 4.4. Violation of the USA Skateboarding Code of Conduct:
<http://usaskateboarding.net/governance/>
- 4.5. Violation of the USA Skateboarding Athlete Safety Policy:
<http://usaskateboarding.net/safesport/>

Once the Games Staff nomination(s) is accepted by the USOPC, the USOPC has jurisdiction over the Games Staff, at which time, in addition to any applicable USA Skateboarding Code of Conduct, the USOPC's Games Forms apply. The USOPC's Games forms are available as part of Games Registration prior to the respective Games.

5. Describe the replacement of Games Staff:

In the event that the Nominated Games Staff member is unable to perform the duties of the position(s) for injury, illness, Code of Conduct violation or any other unforeseen circumstances that would result in the need to replace him/her, the replacement candidate must meet all of the applicable criteria listed in #2 above.

6. Which group/committee will make the final approval of the Games Staff position(s)?

USA Skateboarding's CEO, Chairman of the Board, and athlete representative will make the final approval of Games Staff assignments.

7. Conflict of Interest:

An individual involved in the selection process who has a conflict of interest must disclose this information and recuse him or herself and not influence others regarding the discussions, meetings or decisions involving the selection of the Games Staff position(s). If there is an issue concerning whether a conflict of interest exists, USA Skateboarding's Board or Ethics Committee, as appropriate,

shall determine if a conflict exists.

8. Date of Nomination:

The Games Staff Nominations, including the names of any replacements (if applicable), will be submitted to the USOPC on or before:

April 17, 2020: Nomination date for Games Staff roles that are not dependent on which athletes are named to the 2020 U.S. Olympic Team (e.g., Medical Personnel, Team Leader, Team Manager, High Performance Manager, non-medical Performance Staff)

June 5, 2020: Nomination date for Games Staff roles that are dependent on which athletes are named to the 2020 U.S. Olympic Team (Mentors)



9. Publicity/Distribution of Procedures:

The USOPC approved selection procedures (complete and unaltered) will be posted/published by USA Skateboarding in the following location(s):

9.1. Web site: <http://usaskateboarding.net/>

These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOPC.

9.2. Other (if any): N/A

Position	Print Name	Signature	Date
USA Skateboarding CEO	Josh Friedberg		10/29/19
USOPC Athletes' Advisory Council Representative*	Oscar Loreto, Jr.		10/29/19

*If the USOPC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures, if the Athlete Representative reads and does not agree with the Selection Procedures being submitted by USA Skateboarding, he/she may submit those reasons in writing to his/her Sport Performance Team.

*If for some reason, a sport does not have an elected USOPC AAC Representative, USA Skateboarding must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A
USOPC Sports Medical Games Requirements

PURPOSE

The USOPC has developed medical requirements to ensure the safety of athletes during Games (Olympic, Paralympic, Pan American and Para Pan American, etc.). This policy addresses equipment requests and minimum standards for all NGBs and medical providers attending games.

POLICY

1. Requests

NGBs **must identify medical support requests to the USOPC Sports Medicine department**. These requests must specify any supplies, equipment, and other medical support provided at the Games. Anti-doping concerns or comments should also be identified. Collected information will be reviewed by the USOPC Managing Director of sports medicine who will then identify and communicate the level of support to be provided by USOPC Sports Medicine. Any changes to the requested sports medicine support should be immediately forwarded to USOPC Sports Medicine. In cases where medical services or materials are not identified, the USOPC cannot guarantee support for additional or late requests because of time, budget and other factors.

2. NGB Health Care Providers

NGBs must nominate and allocate Games credentials to NGB identified health care provider(s) to support the NGB sports medicine needs during the games. Any potential NGB medical provider who *could* be nominated to provide services must be identified by the NGB no later than the due date for the respective Games Long List. Additionally, all NGB medical providers must meet the criteria as identified in the NGB's approved Additional Officials Selection Procedures, along with the additional criteria outlined below.

The medical staffing list will include anyone who will potentially be credentialed by the NGB and/or use a day pass to provide services at an Olympic/Paralympic Village or a High Performance Training Center. Health care providers must meet minimum qualification standards which are identified below by their specialty without exception. NGBs must ensure their identified medical staff can meet these standards prior to advancing their nomination for a Games credential or day pass access. If the provider is not licensed in the United States, they may be ineligible to be credentialed. In order to meet expected standards of care and mitigate risk management issues, selected provider(s) **must** meet the below minimum qualifications in addition to the Selection Procedures criteria to provide medical services at games. These qualifications include:

- 1) Meet all criteria identified in the USOPC Volunteer Program Application for specific specialty (Attachments located at www.teamusa.org/medicalvolunteer). On occasion, specific supporting documentation will be requested at the discretion of USOPC Sports Medicine.
- 2) Successfully pass a medical credential review and criminal background check at or above USOPC standards with the National Center for Safety Initiatives (NCSI).
- 3) Review of the venue emergency action plan with USOPC Sports Medicine staff prior to the first scheduled practice or event.
- 4) Complete required Medical Team Education Modules addressing Anti-Doping, Safe Sport and/or other prerequisite training.

Appendix: Location of criteria:

- Athletic Trainer Qualification Criteria – located at www.teamusa.org/medicalvolunteer
- Physical Therapist Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Doctor of Chiropractic Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Physician Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Massage Therapist Qualification Criteria - located at www.teamusa.org/medicalvolunteer