

**USA BASKETBALL
GAMES STAFF SELECTION PROCEDURES
2024 OLYMPIC GAMES
WOMEN'S BASKETBALL
NOVEMBER 4, 2021**

These procedures provide for selection of USA Basketball Games Staff [Team Leader and Additional Officials] for the 2024 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 the NGB/HPMO/PSO.

1. Describe the specific Games Staff position(s) that the NGB/HPMO/PSO is requesting.

Games Staff Role	Responsibility
Team Leader	Serve as primary point of contact and liaison between the USOPC and NGB/HPMO/PSO before, during and after the Games.
Administrative Personnel	Serve as team equipment manager, operations specialist and/ or digital content creator

2. What are the NGB's criteria for the above Games Staff position(s) (attach a job description, if any)?

NGB's Games Staff must:

- 2.1. Undergo a background screen in accordance with the current [USOPC Games Background Check Policy & Procedures](#) 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 Basketball.
- 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 *(if applicable)*.
- 2.5. Be responsible for Team's adherence to all rules regarding discipline at the Games *(if applicable)*.
- 2.6. Fulfill all duties and requirements of the USOPC including attendance at USOPC Games related meetings *(if applicable)*.
- 2.7. Be available for entire duration of the Games *(if applicable)*.

- 2.8. Have the USA Basketball's approval to make financial decisions regarding the Team *(if applicable)*.
- 2.9. Possess high level, specific technical and tactical knowledge of the sport *(if applicable)*.
- 2.10. Have thorough knowledge and understanding of the IF rules and regulations governing the sport *(if applicable)*.
- 2.11. Demonstrate ability to establish harmonious relationships with athletes and other Team personnel.
- 2.12. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.13. Be a currently employed staff member or contractor of USA Basketball.
- 2.14. Be listed on USA Basketball's Long List.
- 2.15. Successfully complete all Games Registration requirements by stated deadlines.
- 2.16. Participate in the appropriate anti-doping training as required for the Games Staff position by stated deadline.
- 2.17. Successfully complete the appropriate U.S. Center for SafeSport's online training module(s) by stated deadline.

In addition, Other Positions (*i.e. Team Managers, Nutritionists, Sport Specific roles, etc.*) must:

- 2.22. Possess appropriate experience and/or certifications relative to the position/area of expertise for which they may be nominated.

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

USA Basketball will not solicit applications for the Games Staff position(s). The Games Staff position(s) will be filled by current USA Basketball employees and/or contractors.

4. Describe the removal of Games Staff:

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

- 4.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to the USA Basketball CEO.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by USA Basketball. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Basketball, 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 Basketball's Code of Conduct (Attachment A).

- 4.5. No longer able to meet the required criteria in Section 2 at the time of the Games.

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 NGB/HPMO/PSO 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)?

The USA Basketball Board of Directors will make the final approval of all Games Staff nominations. All nominations will be approved by the new USA Basketball Board and will consist of the newly required 33% athlete representation. The composition of the USA Basketball Board of Directors can be found at, www.USAB.com.

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, the USA Basketball Board or Ethics Committee, as appropriate, shall determine if a conflict exists.


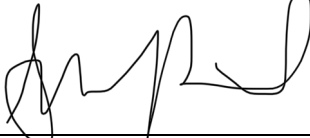
8. Date of Nomination:

The Games Staff Nomination Forms and Biographical Information Forms will be submitted prior to the USOPC deadline for the Olympic Games "Long List" submission.

9. Publicity/Distribution of Procedures:

The USOPC approved selection procedures (complete and unaltered) will be posted/published by the NGB/HPMO/PSO in the following locations:

- 9.1. Web site: www.usab.com
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):

Position	Print Name	Signature	Date
USA Basketball CEO	Jim Tooley		11/4/2021
USOPC Athletes' Advisory Council Representative*	Sue Bird		11/4/21

* 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 the NGB/HPMO/PSO, 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, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

USA BASKETBALL CODE OF CONDUCT

Effective 2021

All athletes and coaches of USA Basketball Teams and gamers of USA Basketball gaming teams, (“Participants”), and all USA Basketball employees, board of directors, officers, committee members, hearing panel members, task force members, volunteers, and contractors,¹ must agree to abide by the following Code of Conduct. The determination of compliance therewith shall be made by USA Basketball. Participants, employees, board of directors, officers, committee members, hearing panel members, task force members, volunteers, and contractors may sometimes be referred to collectively as “Constituents.”

1. General Philosophy

- 1.1 All Participants shall exhibit behavior and attitude reflective of respect for self and for others at all times, both on and off the the field of play.
- 1.2 All Constituents shall conduct themselves in a manner indicative of representatives of the United States of America, demonstrating consideration for the rights, privileges, and welfare of others.
- 1.3 Constituents are required to abide by all bylaws, rules, policies, and procedures of USA Basketball, the International Olympic Committee (“IOC”), the United States Olympic and Paralympic Committee (“USOPC”), the U.S. Center for SafeSport (“USCSS”), and the International Basketball Federation (“FIBA”).
- 1.4 Constituents are required to abide by the Olympic Movement Code on the Prevention and Manipulation of Competitions, which can be found [here](#).
- 1.5 Participants shall be committed to equal opportunity and fair treatment providing for equal opportunity to all participants without regard to race, color, religion, sex, national origin, age, physical handicap, sexual orientation or marital status, and shall actively involve qualified minorities and women.
- 1.6 USA Basketball prohibits any individual who is an employee, contractor, or agent of USA Basketball from assisting a member or former member in obtaining a new job (except for the routine transmission of administrative and personnel files) if the individual knows that that member or former member violated the policies or procedures of the Center related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the Center.
- 1.7 Constituents, in their activities in connection with USA Basketball, are required to abide by all applicable federal and state laws, and the laws of other such other countries

¹ Contractors will be required to comply with the Code of Conduct through their written contract.

where they may be performing official USA Basketball duties.

2. Team Guidelines

- 2.1 Once a USA Basketball team assembles, Participants will generally live, travel and train as a team.
- 2.2 Participants shall comply with uniform and apparel requirements as designated by USA Basketball.
- 2.3 Participants shall attend all team meetings, functions and competitions as directed by the head coach, team staff, and/or USA Basketball.
- 2.4 Participants must comply with all team rules as set forth by USA Basketball and the team staff.
- 2.5 Participants must attend media, promotional and team meetings.
- 2.6 Participants shall comply with USA Basketball lodging policies, and reside in lodging assigned by USA Basketball during training and competition where applicable. If property is damaged, those responsible shall be called to account for such actions, and arrange for financial settlement to the property or parties concerned.

3. Alcohol and Drug Use

- 3.1 Participants must comply with all policies regarding the possession and/or consumption of alcohol as set forth by USA Basketball and the team staff.
- 3.2 Constituents must comply with all policies regarding the possession and/or consumption of illegal drugs as set forth by USA Basketball.

4. Anti-Doping

- 4.1 All Participants shall adhere to IOC, WADA, FIBA, USADA and/or USOPC anti-doping protocol, policies and procedures.
- 4.2 Violations will be managed through the United States Anti-Doping Agency.

5. Curfew

- 5.1 Participants shall comply with curfew policies as established by USA Basketball and/or the head coach or other esignee according to team schedule and with respect to other personnel in the housing facility.
- 5.2 Noise control will be a part of curfew guidelines.

6. General Behavior

- 6.1 Participants shall show respect for differing dining customs.
- 6.2 Participants shall show verbal respect for all team delegations, host communities, the USOPC, the IOC, FIBA, and/or countries.
- 6.3 Any activity by a Constituent which constitutes an unsportsmanlike, illegal, immoral or unethical act may be grounds for disciplinary action.
- 6.4 Conduct detrimental to USA Basketball, its image or reputation, or the image or reputation of the sport of basketball, may be grounds for disciplinary action.
- 6.5 Conduct detrimental to the USA Basketball team may be grounds for disciplinary action.
- 6.6 Other conduct in violation of this Code of Conduct may be grounds for disciplinary action.

7. Sportsmanship

- 7.1 Participants shall exhibit good sportsmanship.
- 7.2 Participants shall demonstrate proper attitudes toward and respect for officials.
- 7.3 Participants shall not perform acts of violence and will conduct themselves in a dignified manner related to emotions, language and attitude.
- 7.4 Participants shall demonstrate proper respect during the playing of the national anthem.

8. Reports and Disciplinary Actions

- 8.1 Constituents are required to report actual or suspected violations of this Code of Conduct.
- 8.2 Reports of alleged violations of this Code of Conduct shall be made to the CEO (or, if it involves the CEO, to the Chairperson).
- 8.3 Subject to the more specific procedures for certain violations, below, the CEO or his/her designee shall review the report, conduct such further investigation as appropriate and necessary, and issue a final determination. The final determination may include penalties.
- 8.4 If such penalties would restrict, suspend, or remove a Participant from participation on a National Team or otherwise impact an individual's participation in amateur athletic competition, such penalties will normally not go into effect immediately.

Instead, the matter will be referred to the Chairperson for review and a hearing pursuant to Article 13 of the USA Basketball Constitution. However, USA Basketball, or the head coach, as applicable, may take immediate action as reasonably necessary or appropriate to protect other individuals.

- 8.5 If the alleged violation is against the CEO, any review, investigation, and/or discipline shall be addressed by the Chairperson and Board pursuant to USA Basketball's Constitution.
- 8.6 If the alleged violation is against a Board member, any review, investigation, and/or discipline shall be addressed by the Board pursuant to USA Basketball's Constitution.
- 8.7 If the alleged violation is against an employee, any review, investigation, and/or discipline may be addressed under the relevant employment policy instead.

9. No Retaliation

Retaliation against any individual for making a good faith report of a violation of this Code of Conduct, or for cooperating in the procedures under this Code, including any investigation or hearing, is strictly prohibited. Such retaliation is a violation of this Code and shall be treated as such.

10. Policy Owner; Resources

USA Basketball's CEO or CFO can be contacted with any questions about this Policy.

For Athletes With Questions Regarding This Code of Conduct

The Athlete Ombudsman provides cost-free, independent and confidential advice regarding athlete rights; resolving disputes or grievances; and any sport rule, policy, or process, including NGB-athlete agreements, codes of conduct or team selection procedures. The Athlete Ombudsman can also help athletes connect with legal counsel or mental health resources if needed. Athletes may contact the Athlete Ombudsman at:

*PHONE: (719) 866-5000
EMAIL: ombudsman@usathlete.org
WEBSITE: www.usathlete.org*

I, the undersigned, fully understand the regulations established by this Code of Conduct, and hereby agree to abide by them as stated. I understand that failure to abide by the Code as determined by USA Basketball may result in disciplinary action as determined by USA Basketball.

Print Name

Date

Signature