

**USA BASKETBALL
GAMES STAFF SELECTION PROCEDURES 2020 OLYMPIC GAMES
MEN'S BASKETBALL
APRI 10, 2019**

**CURRENTLY UNDER REVIEW FOR AMENDMENTS DUE TO POSTPONEMENT OF THE GAMES
(March 25, 2020)**

USOC Role Name	Example Games Function
Administrative Personnel	Admin Personnel (Managing Director)
Medical Staff	Doctor, Athletic Trainer

These procedures provide for selection of the USA Basketball Games Staff [Medical and Additional Officials] for the 2020 Olympic Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size. Responsibility of payment for allocated accreditations will be determined by the USOC and the NGB/HPMO/PSO.

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

USOC Role Name - (Games Function)	Responsibility
Medical (ATC, Physician)	Provide appropriate medical care to the athletes.
Administrative Personnel (National Team Managing Director)	Serve as the Managing Director for the Team

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

USA Basketball Games Staff must:

- 2.1. Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOC 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 the USA Basketball and/or USOC.
- 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 USOC.
- 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 USOC including attendance at USOC Games related meetings *(if applicable)*.
- 2.7 Be available for entire duration of the Games *(if applicable)*.
- 2.8 Have the NGB's/HPMO's/PSO'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 listed on NGB's/HPMO's/PSO's Long List and must have successfully completed all Games Registration requirements by stated deadline.
- 2.14 Participate in USADA training as required for position *(if applicable)*.
- 2.15 Complete US Center for Safe Sport Training.

In addition, Medical Personnel must:

- 2.16 Possess the appropriate certifications.
- 2.17 Pass a medical credential review in addition to the approved USOC Games Background Check, which will be a combined check managed through USOC Sports Medicine (separately arranged background checks will not be considered).
- 2.18 Meet the required experience and proficiency levels as determined by USOC Sports Medicine and outlined in Attachment A and the documents found at <http://www.teamusa.org/About-the-USOC/Athlete-Development/Sports-Medicine/Volunteer-Program.aspx>.
- 2.19 Be approved for nomination through the USOC's Sports Medicine Division.

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

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

3. Describe the process that candidates shall follow to express interest in being considered for a Games Staff position, in each category below:

Medical Staff Members:

Athletic Trainers and Team Physicians can notify the USA Basketball Men's National Team Director or the Men's National Team Managing Director of their interest in serving as a staff member for the Olympic Team. If NBA players are selected to participate on the Olympic Team, medical experience with the NBA is preferred.

Managing Director:

The Managing Director is a 4-year position selected by the USA Basketball Board of Directors to work directly with the Men's National Team Director to oversee the Men's National Team. Persons interested in this position, should contact the USA Basketball CEO or Men's National Team Director. Persons serving in this role traditionally have a great amount of experience in the NBA dealing with players, coaches, NBA front offices and the NBA League Office.

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

Medical Staff Members:

The USA Basketball Men's National Team Director consults with the coaching staff, the managing director and previous medical staff members regarding current NBA medical staff members as well as considers all individuals that have expressed interest. Following these consultations, the Men's National Team Director and the Managing Director make recommendations to the Board of Directors.

Managing Director:

The USA Basketball Board consults with the Men's National Team Director and high level basketball executives within the basketball community to identify individuals to serve in this role, while also evaluating all individuals that have expressed interest.

5. 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 USA Basketball.

- 5.1 Voluntary withdrawal. Games Staff nominee must submit a written letter to the USA Basketball CEO.
- 5.2 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.
- 5.3 Inability to perform the duties required.
- 5.4 Violation of the USA Basketball Code of Conduct (Attachment B).

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

6 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 and be selected through the same process as outlined in Sections 3 and 4.

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

The USA Basketball Board of Directors (Attachment C)

8 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.

9 Date of Nomination:

The Games Staff Nomination Form with the Staff nominee's name, including the name of a replacement (if applicable), will be submitted to the USOC on or before:

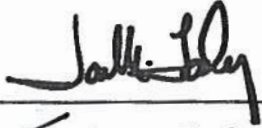

April 17, 2020

10 Publicity/Distribution of Procedures:

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

10.1 Web site: www.usabasketball.com
 These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.

10.2 Other (if any):

Position	Print Name	Signature	Date
USA Basketball CEO	Jim Tooley		4-24-19
USOC Athletes' Advisory Council Representative*	Katie Smith		4/24/19

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

Attachment A

USOC Sports Medical Games Requirements

PURPOSE

The USOC 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/HPMOs/PSOs (NGBs from here forward) and medical providers attending games.

POLICY

1. Requests

NGBs must identify medical support requests to the USOC 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 USOC Managing Director of sports medicine who will then identify and communicate the level of support to be provided by USOC Sports Medicine. Any changes to the requested sports medicine support should be immediately forwarded to USOC Sports Medicine. In cases where medical services or materials are not identified, the USOC 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 USOC 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 USOC Sports Medicine.
- 2) Successfully pass a medical credential review and criminal background check at or above USOC standards with the National Center for Safety Initiatives (NCSI)
- 3) Review of the venue emergency action plan with USOC 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

Attachment B

USA BASKETBALL CODE OF CONDUCT

All athletes, athlete support personnel and coaches of USA Basketball Teams ("Participants") must agree to abide by the following Code of Conduct. The determination of compliance therewith shall be made by USA Basketball.

1. General Philosophy

- 1.1 All participants shall exhibit behavior and attitude reflective of respect for self and for others both on and off the basketball court.
- 1.2 Participants 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.

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.

3. Alcohol 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.

4. Anti-Doping

- 4.1 It is the duty of all Athletes, Athlete Support Personnel and other Persons (as those terms are defined in the World-Anti Doping Code), by virtue of their participation in the Olympic, Paralympic, Pan American, ParaPan American or Youth Olympic Games, participation in an Event or Competition organized or sanctioned by USA Basketball, participation on a national team, utilization of a USOC Training Center, receipt of benefits from the USOC or USA Basketball, inclusion in the Registered Testing Pool, or otherwise subject to the World Anti-Doping Code to comply with all anti-doping rules of WADA, FIBA, the USOC, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, FIBA and USADA. If it is determined that an Athlete, Athlete Support Personnel, or other Person may have committed a doping violation, the individual agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of USA Basketball, if applicable or referred by USADA. In addition, Athletes agree to submit to drug testing by FIBA and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension.

5. Housing

- 5.1 Participants shall comply with USA Basketball and coaching staff housing policies, and reside in housing assigned by USA Basketball during training and competition where applicable.
- 5.2 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.

6. Curfew

- 6.1 Participants shall comply with curfew policies, as established by the head coach or his/her designee according to team schedule and with respect to other personnel in the housing facility.
- 6.2 Noise control will be a part of curfew guidelines.

7. General Behavior

- 7.1 Participants shall show respect for differing dining customs.
- 7.2 Participants shall show verbal respect for all team delegations, host communities, and/or countries.

7.3 Participants shall adhere to guidelines concerning proper attire as specified by the head coach or the USA Basketball staff.

8. Sportsmanship

8.1 Participants shall exhibit good sportsmanship.

8.2 Participants shall demonstrate proper attitudes toward and respect for officials.

8.3 Participants shall not perform acts of intentional violence.

8.4 Participants shall demonstrate proper respect during the playing of the national anthem.

9. Disciplinary Actions

9.1 Disciplinary action will be determined by USA Basketball. If such disciplinary action involves an athlete's removal from the team, the athlete will be entitled to a hearing under USA Basketball procedures and/or USOC Bylaws Section 9.

9.2 Any activity by a Participant which constitutes an unsportsmanlike, illegal, immoral or unethical act may be grounds for disciplinary action including suspension and/or dismissal from the team.

9.3 Conduct detrimental to USA Basketball may be grounds for disciplinary action including suspension and/or dismissal from the team.

9.4 Conduct detrimental to the team may be grounds for disciplinary action including suspension and/or dismissal from the team.

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 appropriate disciplinary action as determined by USA Basketball, including dismissal from the team.

Print Name

Date

Signature

Attachment C

USA Basketball 2017-2020 Board of Directors can be found at
<https://www.usab.com/about/about-usa-basketball/board.aspx>.