

USA Basketball
GAMES STAFF SELECTION PROCEDURES
2024 Olympic Games – Women’s Basketball
November 4, 2021

These procedures provide for selection of USA Basketball Women’s Team Games Staff [Coach(es), and/or 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 USA Basketball.

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

Games Staff Role	Responsibility
Coach(es)	Prepare athletes/teams for success on the field of play.
Medical (ATC, Physio, Physician, Massage)	Provide appropriate medical care to the athletes.

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

USA Basketball’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 the USA Basketball 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 *(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 listed on USA Basketball's Long List and must have successfully completed all Games Registration requirements by stated deadline.
- 2.14 Successfully complete all Games Registration requirements by stated deadlines.
- 2.15 Participate in the appropriate anti-doping training as required for the Games Staff position by stated deadline.
- 2.16 Successfully complete the appropriate U.S. Center for SafeSport's online training module(s) by stated deadline.

In addition, Medical Personnel must:

- 2.17. Possess the appropriate certifications.
- 2.18. 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).
- 2.19. Meet the required experience and proficiency levels as determined by USOPC Sports Medicine and outlined in Attachment A and the documents found at (www.teamusa.org/medicalvolunteer). Be approved for nomination through the USOPC's Sports Medicine Division.
- 2.20. Fulfill all requests and meet deadlines for any required information or documentation such as the submission of a temporary licensing application (to practice medicine at the Games) and medical equipment submission requirements.

In addition, Coaches Must:

- 2.21. Possess a high level of specific technical and tactical knowledge of the sport.
 - 2.22. See attached Staff Selection Criteria, Guidelines and Procedures (Attachment A)
3. Describe the process that candidates shall follow to express interest in being considered for a Games Staff position, in each category below:

Coach(es): Information concerning the coach selection process will be distributed to constituent members of USA Basketball and is available on the USA Basketball website, <https://www.usab.com>. In addition, individuals interested in a position may contact the Women's National Team Director.

Medical (*athletic trainers & team physician*): USA Basketball has a large and strong pool of Sports Performance Professionals including medical professionals from the professional and collegiate levels (e.g., WNBA, NCAA). Qualified medical staff will be contacted on an individual basis. Individuals interested in a position can contact the Women's National Team Director.

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

Coach(es): See attach Staff Selection Criteria, Guidelines and Procedures (Attachment A).

Medical (*athletic trainers and team physicians*): Women's National Team Committee, Women's National Team Director and Coaching Staff will discuss qualified candidates, as well as individuals who may have contacted USA Basketball directly and recommend nominations to the USA Basketball Board for approval.

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 the 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's Code of Conduct (Attachment B).
- 5.5 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 USA Basketball 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.

- 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 will make the final approval of all Game Staff nominations. The new USA Basketball Board will consist of the newly required 33% athlete representation. Composition of the Board of Directors can be found at www.usab.com.

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

9 Date of Nomination:


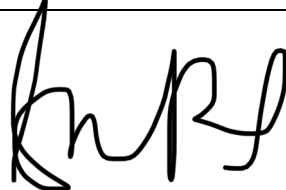
The Games Staff Nomination Forms and Biographical Information Forms will be submitted prior to the USOPC deadline for the Olympic Games “Long List” submission.

10 Publicity/Distribution of Procedures:

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

10.1 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.

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/PSO 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/HPMOs/PSOs (NGBs from here forward) 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

**USA BASKETBALL
WOMEN'S OLYMPIC GAMES
STAFF SELECTION CRITERIA, GUIDELINES & PROCEDURES**

I. Staff Selection Criteria

1.1 Head coach criteria

- 1.1.1 Must have a minimum of five years of coaching experience at the NCAA Division I level and/or professional level combined at the time of selection.
- 1.1.2 Must be an employed professional or college head coach at the time of selection.
- 1.1.3 Must have experience in international competition.
- 1.1.4 Must have no conflicts of interest as determined by the National Team Committee with regard to their position with the World Cup or Olympic teams.
- 1.1.5 Must be chosen with regard to their coaching ability, knowledge of basketball, character, tact, disciplinary judgment, sense of responsibility and other qualifications as may be set forth by the National Team Committee.

1.2 Assistant coach criteria

- 1.2.1 There will be at most three assistant coaches, selected from the professional or collegiate ranks as determined by the National Team Committee.
- 1.2.2 Assistant coach(es) must satisfy the following requirements:
 - 1.2.3 (a) Must have a minimum of five years of coaching experience at the NCAA Division I level and/or professional level combined at the time of selection.
 - 1.2.3 (b) Must be an employed professional or college head coach at the time of selection.

- 1.2.3 (c) Must have experience in international competition.
- 1.2.3 (d) Must have no conflicts of interest as determined by the National Team Committee with regard to their position with the World Cup or Olympic teams.
- 1.2.3 (e) Must be chosen with regard to their coaching ability, knowledge of basketball, character, tact, disciplinary judgment, sense of responsibility and other qualifications as may be set forth by the National Team Committee.

II. Guidelines and Procedures

- 1.3 As a condition for consideration and subsequent acceptance, a candidate must review, agree to and sign an agreement binding him/her to the policies and procedures of USA Basketball.
- 1.4 Review of resumes and an in-person interview may be used in the qualification and selection of the coaches.
- 1.5 The Women's National Team Committee shall identify coach candidates and the selection of coaches shall be accomplished by a majority vote of the committee.
 - 1.5.1 If a Women's National Team Committee member is a candidate for a staff position of a team selected by this committee, such individual shall recuse themselves from participating in the selection of staff for that team only.
 - 1.5.2 In instances when the Women's National Team Committee is not assembled, the Board of Directors may identify and approve coach candidates for the Women's National Team.
- 1.6 If the individual selected to be the head coach/assistant coach of the Olympic team is unable to fulfill his/her obligation or no longer qualifies, an alternate head coach/assistant coach will be selected through the established procedure herein, provided the vacancy occurs prior to the commencement of the team's training camp. If the vacancy occurs after the training has commenced, the head coach shall come from the coaching staff already appointed and an additional assistant will then be added to fill the vacancy.
- 1.7 All nominations and ballots are strictly confidential.
- 1.8 The selection of the head coach/assistant coach for the Olympic Games is subject to approval and confirmation by the Board of Directors and the United States Olympic Committee.

- 1.9 After a coach has been selected and approved by the Board of Directors, only the committee chair or designated USA Basketball staff member shall make personal contact with the selected coach to confirm acceptance. Only after confirmation of acceptance is obtained, will the selection be announced.
- 1.10 If following the selection to the staff, an individual selected to serve as the head coach/assistant coach/team leader of the team is found to have committed a major rule violation, as determined by the constituent organization, or is convicted of any criminal act, or engages in any act of moral turpitude or conduct which is dishonest and likely to damage the reputation of USA Basketball, USA Basketball may remove that individual from the staff of the team after due notice and process. The individual may appeal the decision of the Women's National Team Committee through the procedures set forth in the USA Basketball Constitution. If the Board of Directors upholds the original recommendation of the Women's National Team Committee to remove the individual, an alternate may then be selected through the established selection procedures.
- 1.11 Team staff members must agree to abide by the USA Basketball Code of Conduct. If a team staff member is found to have committed a violation, as reasonably determined by USA Basketball, the Women's National Team Committee may remove that individual from the staff of the team after due notice and process. The individual may appeal the decision of the Women's National Team Committee through the procedures set forth in the USA Basketball Constitution. If the Board of Directors upholds the original recommendation of the Women's National Team Committee to remove the individual, an alternate shall then be selected through the established selection procedures.

**USA BASKETBALL
WOMEN'S NATIONAL TEAM COMMITTEE**

Chair: To be determined

Athlete Representative: To be determined

Athlete Representative: To be determined

Women's National Basketball Association: To be determined

Women's National Basketball Association: To be determined

Olympic Coach: To be determined

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