

USA Basketball
COACH SELECTION PROCEDURES
2020 Olympic Games - Men's Basketball
October 6, 2015

These procedures provide for selection of USA Basketball Coach(es) for the 2020 Olympic Games. However, accreditation allocation is not guaranteed and the number of Coach positions will be based on final USOC credential allocation and overall team size.

1. What are USA Basketball's criteria for Coach positions (attach a job description, if any)?

See attached Staff Selection Criteria, Guidelines and Procedures.

In addition, coaches must:

- 1.1. **Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.**
 - 1.1.1. **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.**
 - 1.2. **Possess a valid passport that does not expire until at least six months after the conclusion of the Games.**
 - 1.3. **Be available for entire duration of the Games.**
 - 1.4. **Be in good health and able to withstand the physical rigors of traveling with and working with the Team.**
2. Describe the process that candidates should follow to express interest in being considered for a Coach position:

USA Basketball has a large and strong pool of coaches; qualified coaches will be contacted on an individual basis.

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

See attached Staff Selection Criteria, Guidelines and Procedures (Attachment A).

4. Describe the removal of a Coach:

An individual who is to be nominated as a Coach by the USA Basketball may be removed as a nominee for any of the following reasons, as determined by USA Basketball:

- 4.1 Voluntary withdrawal. Coach nominee must submit a written letter to the USA Basketball Executive Director/CEO/President.**
- 4.2 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.**
- 4.3 Inability to perform the duties required.**
- 4.4 Violation of USA Basketball's Code of Conduct (Attachment B).**

Once a Coach nomination is accepted by the USOC, the USOC has jurisdiction over the Coach, at which time, in addition to any applicable USA Basketball Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at: <http://www2.teamusa.org/For-Athletes/Athlete-Ombudsman/Games-Information.aspx>.

5. Describe the replacement of a Coach:

See attached Staff Selection Criteria, Guidelines and Procedures

In the event that a Nominated Coach is unable to perform the duties of Coach due to 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 criteria listed in #1 above and, if applicable, come from the pool of candidates described in #3 above.

6. Which group/committee will make the final approval for the Coaches?

USA Basketball Board of Director (Attachment C)

Any individual who is unable to serve on the USA Basketball Board of Directors for whatever reason will be replaced accordingly.

7. Conflict of Interest:

Any individual who is being considered for a Coach position or has any other conflict of interest and is involved in the selection process must disclose this

information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of the Coach.

8. Date of Nomination:



The Games Staff Nomination Form with the nominated Coach(es) name(s), including names of any replacements (if applicable), will be submitted to the USOC on or before: April 5, 2020

9. Publicity/Distribution of Procedures:

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

9.1. 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.

Position	Print Name	Signature	Date
USA Basketball CEO/Executive Director	Jim Tooley		10/16/15
USOC Athletes' Advisory Council Representative*	Katie Smith		10/16/15

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



Men's Olympic Games & World Cup Staff Selection Criteria & Procedures

(updated October 12, 2015)

1. HEAD COACH CRITERIA

- 1.1 Must have at least five (5) years of coaching experience at any level at the time of selection.
- 1.2 Must have at least three (3) years of head coaching experience at the time of selection.
- 1.3 Must have no conflicts of interest as determined by USA Basketball.
- 1.4 Must be chosen with regard to their coaching ability, knowledge of basketball, character, tact, disciplinary judgment, leadership skills and sense of responsibility.

2. ASSISTANT COACH CRITERIA

- 2.1 There will be three assistant coaches.
- 2.2 The assistant coaches each must satisfy the following requirements:
 - 2.2.1 Must have a minimum of three years of coaching experience at any level at the time of selection.
 - 2.2.2 Must have a record of considerable experience in international competition.
 - 2.2.3 Must have no conflict of interest as determined by USA Basketball.
 - 2.2.4 Must be chosen with regard to their coaching ability, knowledge of basketball, character, tact, disciplinary judgment, leadership skills and sense of responsibility.

3. COACH SELECTION PROCEDURES

- 3.1 As a condition for consideration and subsequent acceptance, a candidate must review, agree to and sign an agreement binding him to the policies and procedures of USA Basketball.
- 3.2 USA Basketball's Men's Senior National Team Managing Director shall identify coaching candidates based upon the above criteria and recommend coaching candidates to the USA Basketball Board of Directors for approval. Further, the coaching staff selections for the Olympic Games are also subject to approval by the U. S. Olympic Committee.
- 3.3 The Men's Senior National Team Managing Director shall consult with the head coach when considering assistant coach recommendations.
- 3.4 The Men's Senior National Team Managing Director shall identify and recommend a coaching staff that reflects diversity.

ATTACHMENT B

USA BASKETBALL CODE OF CONDUCT

All athletes 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. Athletes will be permitted to wear the footwear of their choice, subject to IF regulations.
- 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, and may voluntarily attend marketing appearances as reasonably requested by USA Basketball.

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 An athlete shall adhere to IOC, WADA, FIBA, USADA and/or USOC anti-doping protocol, policies and procedures.

4.2 Violations will be managed through the United States Anti-Doping Agency.

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 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