

**USA BASKETBALL  
GAMES STAFF SELECTION PROCEDURES  
2020 OLYMPIC GAMES  
(WOMEN'S BASKETBALL 5X5)  
JULY 25, 2018**

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

These procedures provide for selection of USA Basketball's Games Staff [Team Leader, Team Manager, and Team ATC] 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.

<b>USOC Role Name - (Games Function)</b>	<b>Responsibility</b>
Team Leader	Serve as primary point of contact and liaison between the USOC and NGB/HPMO/PSO before, during and after the Games. Provide support for the team, specifically player relations, scheduling, coach relations, FIBA-LOC-USOC communication and team logistics
Medical (ATC) (Physician is shared with the men's team and included on the Men's procedures)	Provide medical support for the team including injury prevention, management and rehabilitation; medical preparation for practices and games; monitor practices and games; provide drug testing information and assist in drug testing compliance
Administrative Personnel (Team Manager)	Oversee team equipment, laundry, videotaping, player support, practice operations, game/bench management and locker room support; other duties as assigned by team leader

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

NGB's/HPMO's/PSO's 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 NGB/HPMO/PSO 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 Successfully complete the USOC's safe sport awareness training and education program.
- 2.16 Have familiarity with USA Basketball programs.
- 2.17 Have knowledge of basketball *(if applicable)*.
- 2.18 Exhibits high professional standards.

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:

**Team Leader and Team Manager**

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

**Medical (*define by position name*):**

USA Basketball has a large and strong pool of Athletic Trainers. The position will not be posted.

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

**Team Leader and Team Manager:**

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

**Medical - ATC:**

USA Basketball staff will identify and recommend the athletic trainer. The National Team Steering Committee (Selection Committee) will select the ATC.

5. Describe the removal of Games Staff:

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

- 5.1 Voluntary withdrawal. Games Staff nominee must submit a written letter to the NGB/HPMO/PSO Executive Director/CEO/President.
- 5.2 Injury or illness as certified by a physician (or medical staff) approved by the NGB/HPMO/PSO. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB/HPMO/PSO, 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 NGB's/HPMO's/PSO's 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 NGB/HPMO/PSO 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 CEO of USA Basketball will make the recommendation/approval if the candidate is a USA Basketball employee. If not a current employee, the National Team Steering Committee (Selection Committee) will select the Official. Members are:

Carol Callan, Women's National Team Director, USA Basketball, Chair  
Geno Auriemma, UCONN Women's Basketball Head Coach/Special Advisor to USA Basketball, NCAA  
Ruthie Bolton, Olympian, At-Large  
Ann Rodriguez, Chief Operating Officer, WNBA  
Katie Smith, New York Liberty Head Coach, Athlete Representative

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 NGB's/HPMO's/PSO's Board or Ethics Committee, as appropriate, shall determine if a conflict exists.

9 Date of Nomination:

March 1, 2020

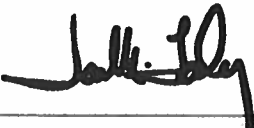

10 Publicity/Distribution of Procedures:

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.usab.com](http://www.usab.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):  
N/A

Position	Print Name	Signature	Date
NGB/HPMO/PSO President or CEO/Executive Director	Jim Tooley		8/8/18
USOC Athletes' Advisory Council Representative*	Katie Smith		8/7/18

\* 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](http://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](http://www.teamusa.org/medicalvolunteer)
- Physical Therapist Qualification Criteria - located at [www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)
- Doctor of Chiropractic Qualification Criteria - located at [www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)
- Physician Qualification Criteria - located at [www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)
- Massage Therapist Qualification Criteria - located at [www.teamusa.org/medicalvolunteer](http://www.teamusa.org/medicalvolunteer)

## **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.
- 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 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 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.

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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.

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Print Name

Date

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Signature