

**USA Basketball  
GAMES STAFF SELECTION PROCEDURES  
2024 Olympic Games – Men’s Basketball  
October 6, 2021**

These procedures provide for selection of USA Basketball Men’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.

USOPC Role Name - (Games Function)	Responsibility
Coach	Prepare athletes/teams for success on the field of play.
Medical (ATC, Physio, Physician, Massage)	Provide appropriate medical care to the athletes.
Administrative Personnel (Managing Director)	Provide oversight to the Olympic Team Coaches, Staff and Players.

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:

- 2.1.1 2.1. Undergo a background screen in accordance with the current [USOPC Games Background Check Policy & Procedures](#) prior to nomination. 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 USOPCP 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 <http://www.teamusa.org/About-the-USOPC/Athlete-Development/Sports-Medicine/Volunteer-Program.aspx>.
- 2.20. Be approved for nomination through the USOPC's Sports Medicine Division.
- 2.21. 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): USA Basketball has a large and strong pool of coaches; qualified coaches will be contacted on an individual basis. Individuals interested in a position can contact the Men's National Team Director or Managing Director to express interest as well.

Medical (*athletic trainers & team physician*): USA Basketball has a large and strong pool of Sports Performance Professionals including medical professional from within the NBA; qualified medical staff will be contacted on an individual basis. Individuals interested in a position can contact the Men's National Team Director or Managing Director to express interest as well.

Other (*managing director*): USA Basketball has a large and strong pool of Basketball Executives; qualified executives are contacted by USA Basketball, in addition to having the opportunity to contact USA Basketball directly. As part of the Men's National Team succession planning, the next USA Basketball Men's National Team Managing Director was secured prior to the 2020 Olympic Games to allow him to observe the training camp and interact with the coaches and players. The new Managing Director was approved by the current USA Basketball Board, including 20% athlete representation, and his official nomination relating to his position at the 2024 Olympic Games will be approved by the next USA Basketball Board to be appointed on October 25, 2021, consisting of 33% athlete representation.

- 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*): Men's National Team Director, Managing Director and Coaching Staff will discuss qualified candidates, likely within the pool of NBA Team Sports Performance Staffs, as well as individuals who may have contacted USA Basketball directly and recommend nominations to the USA Basketball Board for approval.

Other (*Managing Director*): Men's National Team Director, CEO and select Board Members will discuss qualified candidates, as well as individuals who may have contacted USA Basketball directly and recommend a nominee 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).

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. All nominations will be approved on or after October 25, 2021, at which time the new USA Basketball Board will be elected and will consist of the newly required 33% athlete representation. Composition of the Board of Directors will be updated at [www.usab.com](http://www.usab.com) on October 25, 2021 to reflect current list of USA Basketball Board Members.

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:

- a. 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 USOPC.

Position	Print Name	Signature	Date
USA Basketball CEO	Jim Tooley		Oct 7, 2021
USOPC Athletes' Advisory Council Representative*	Katie Smith		Oct 7, 2021

\* 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](http://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](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)



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 USOPC.
- 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.