USA DIVING
GAMES STAFF SELECTION PROCEDURES
2020 OLYMPIC GAMES
12/10/2018
Amended November 5, 2019
Amended January 8, 2020
CURRENTLY UNDER REVIEW FOR AMENDMENTS DUE TO POSTPONEMENT OF THE GAMES [3/31/2020]
These procedures provide for selection of USA Diving’s Games Staff [Team Leader, Coach(es), and/or Additional Officials] for the 2020 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 USA Diving.

1. Describe the specific Games Staff position(s) that USA Diving is requesting.

<table>
<thead>
<tr>
<th>USOPC Role Name - (Games Function)</th>
<th>Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Team Leader</td>
<td>Serve as primary point of contact and liaison between the USOPC and USA Diving before, during and after the Games.</td>
</tr>
<tr>
<td>Coach</td>
<td>Prepare athletes/teams for success on the field of play.</td>
</tr>
<tr>
<td>Medical Personnel (ATC, Physio, Physician, Massage)</td>
<td>Provide appropriate medical care to the athletes.</td>
</tr>
<tr>
<td>Administrative Personnel (Sport Psychologist)</td>
<td>Provide appropriate sport psychology care to the athletes.</td>
</tr>
<tr>
<td>Administrative Personnel (Team Manager)</td>
<td>Provide assistance to team leader before, during and after the Games</td>
</tr>
</tbody>
</table>

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

USA Diving’s Games Staff must:

2.1. Successfully pass the National Center for Safety Initiatives’ (NCSI) background screen in accordance with the current USOPC 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 USA Diving and/or 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 USOPPC including attendance at USOPPC Games related meetings (if applicable).

2.7 Be available for entire duration of the Games (if applicable).

2.8 Have USA Diving’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 FINA 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 Diving’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 U.S. Center for SafeSport’s online training in accordance with the current USOPPC Policy prior to nomination.

In addition, Medical Personnel must:

2.16 Possess the appropriate certifications.

2.17 Pass a medical credential review in addition to the approved USOPPC Games Background Check, which will be a combined check managed through USOPPC Sports Medicine (separately arranged background checks will not be considered).

2.18 Meet the required experience and proficiency levels as determined by USOPPC Sports Medicine and outlined in Attachment A and the documents found at https://www.teamusa.org/Team-USA-Athlete-Services/Medical/Sports-Medicine/Volunteer-Program.

2.19 Be approved for nomination through the USOPPC’s Sports Medicine Division.

2.20 Have served in a similar capacity at international competitions, USA Diving camp(s), and/or domestic competition(s), providing medical services to High Performance Squad divers during the past quadrennial.

In addition, Coaches Must:

2.21 Possess a high level of specific technical and tactical knowledge of the sport.

2.22 Be the personal coach or assistant coach (for replacements only) of at least one athlete nominated to the team.
In addition, Sport Psychologist must:

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

In addition, Team Manager must:

2.24. 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:
The position will not be open for applications as the position of Team Leader will be filled by the High Performance Director of USA Diving or other qualified USA Diving staff member/contractor (for replacement only).

Coach(es):
A coach must have an athlete on the 2020 Olympic Games Team and have been nominated by the diver(s) as the coach of record.

Any coaches who meet the criteria in section 2 will be placed in the pool of candidates to be considered for the coaching positions and any available additional coach positions.

Medical Personnel (ATC, Physio, Physician, Massage):
Individuals wishing to be considered for participation in providing all medical services for USA Diving for the 2020 Olympic Games must provide the High Performance Director with the following by **December 1, 2019 February 1, 2020 January 17, 2020**:

1) A written request for consideration via email
2) A current Curriculum Vitae with their work history with USA Diving covering a minimum of the previous three years
3) A copy of a current and valid license for their particular practice/employment

Sport Psychologist:
USA Diving will not solicit applications for the Sport Psychologist position. The Sport Psychologist position will be filled by current USOPC employees and/or contractors.

Team Manager:
USA Diving will not solicit applications for the Team Manager position. The Team Manager position will be filled by current USA Diving employees and/or contractors.
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:
The position will not be open for applications as the position of Team Leader will be filled by the High Performance Director of USA Diving or other qualified USA Diving staff member/contractor (for replacement only).

Coach(es):
Upon completion of the 2020 U.S. Olympic Team Trials – Diving (June 13-21, 2020 in Indianapolis) and the selection of the athlete nominees, official positions will be offered to the coaches who meet the criteria in section 2 above and have the most spots on the team. The coach with the most spots will be named the head coach and the coach with the second most spots will be named the assistant coach. Each diver nominated in a synchronized event counts as one spot. The remaining coaches of athletes on the team will be ranked according to the number of spots on the team. To the extent that credentials are available upon final allocation from the USOPC, additional coaches may be named to the team in the order of their ranking. Personal assistant coaches will be considered as replacements only after all personal head coaches have been considered.

In the event of a tie, the following tie-breaking system will be used in the following order of priority:

1) Select the coach with the most number of athletes on the team
2) Select the coach with the highest placed athlete in the individual events at the 2020 U.S. Olympic Team Trials – Diving
3) Select the coach with the lowest aggregate number of qualifying positions (i.e. 1st place + 2nd place = 3; 2nd place + 2nd place = 4)
4) Select the coach with the smallest point’s margin between 1st and 2nd place in the individual events.
5) If a tie remains, the High Performance Director with approval by the Committee for Competitive Excellence will select the coach.

Medical Personnel (ATC, Physio, Physician, Massage):

For Medical Services positions, the High Performance Director will make a recommendation to the Medical Committee based on the following factors in no particular order:

1) Review of each applicant’s submitted documentation
2) Review of any post-event reports submitted by team leaders, coaches, managers athletes, other staff members to assess quality of care provided to USA Diving athletes
3) Assessment of specific needs of athletes possibly attending the 2020 Olympic Games
4) Assessment of specific skills each particular medical provider possesses and determine need for these skills for athletes possibly attending event

Sport Psychologist:
USA Diving will not solicit applications for the Sport Psychologist position. The Sport Psychologist position will be filled by current USOPC employees and/or contractors.

Team Manager:
USA Diving will not solicit applications for the Team Manager position. The Team Manager position will be filled by current USA Diving employees and/or contractors.

5. Describe the removal of Games Staff:

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

5.1 Voluntary withdrawal. Games Staff nominee must submit a written letter to the USA Diving Executive Director/CEO/President.
5.2 Injury or illness as certified by a physician (or medical staff) approved by USA Diving. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Diving, his/her injury will be assumed to be disabling and he/she may be removed.
5.3 Inability to perform the duties required.
5.5 Violation of USA Diving’s Athlete Safety Policy (www.teamusa.org/USA-Diving/Resources/Safe-Sport and Subparts C and D of USA Diving’s Bylaws).

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 Diving 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 Section 2 above and be selected through the same process as outlined in Sections 3 and 4.
In the event that the Team Leader needs to be replaced, the replacement candidate must meet all of the criteria listed in Section 2 above and, if applicable, come from the pool of candidates described in Sections 3 and 4 above.

Coaches
In the event a coach needs to be replaced, the coach who meets all the criteria listed above and who is next in line based on the procedures outlined in Sections 3 and 4 will be selected. Personal assistant coaches will be considered as replacements only after all personal head coaches have been considered. If all personal head coaches have been considered and replacements still need to be made, the designated assistant coach of the coach being replaced shall be selected.

Medical Support
In the event a member of the medical support team needs to be replaced, the High Performance Director will make a recommendation to the Medical Committee.

Sport Psychologist
In the event that the sports psychologist needs to be replaced, the replacement candidate must meet all of the criteria listed in Section 2 above and, if applicable, come from the pool of candidates described in Sections 3 and 4 above.

Team Manager
In the event that the team manager needs to be replaced, the replacement candidate must meet all of the criteria listed in Section 2 above and, if applicable, come from the pool of candidates described in Sections 3 and 4 above.

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

The USA Diving CEO/President will make the final approval for the High Performance Director or other qualified USA Diving or USOPC staff member to serve in the capacity as Team Leader, Sport Psychologist and Team Manager.

The Medical Committee shall have final approval of the Medical Support Team based on the process outlined below:
1/ High Performance Director, USA Diving will make recommendations to the Medical Committee of USA Diving.
2/ Medical Committee of USA Diving consisting of the following members will make final approval:
   Head Athletic Trainer
   CEO USA Diving
   Athlete Representative

The Committee for Competitive Excellence shall have final approval of the coaches.
Chair of the Committee for Competitive Excellence
Chair, Senior Diving Subcommittee
Chair, Junior Diving Subcommittee
Coach Representative
International Diving Representative
FINA TDC Representative
AAC Representative
Athlete Representative
Rules Committee Chair
Chairman of the Board

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). A recused individual may be replaced in accordance with the NGB selection committee appointment process. If there is an issue concerning whether a conflict of interest exists, USA Diving’s 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 USOPC on or before:

Team Leader, Sport Psychologist, Team Manager and Medical Support Team:
April 17, 2020

Coaches: June 24, 2020

10. Publicity/Distribution of Procedures:

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

These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOPC.

10.2. Other (if any): N/A
<table>
<thead>
<tr>
<th>Position</th>
<th>Print Name</th>
<th>Signature</th>
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<tbody>
<tr>
<td>NGB-AthletesUSA</td>
<td>TERRY BASSETT</td>
<td></td>
<td>1.9.20</td>
</tr>
<tr>
<td>Diana CEO</td>
<td></td>
<td></td>
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<tr>
<td>USOCP Athletes' Advisory Council Representative*</td>
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* If the USOCP 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 USOCP AAC Representative, the NGB/HPMO/PSO must designate an athlete from that sport to review and sign the Selection Procedures.
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<td></td>
<td>Ariel Rittenhouse Williams</td>
<td>Ariel R. Williams</td>
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* 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.

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* 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.
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