USA FIELD HOCKEY
GAMES STAFF SELECTION PROCEDURES
2019 Pan American Games
September 10, 2017

<table>
<thead>
<tr>
<th>USOC Role Name</th>
<th>Example Games Function</th>
</tr>
</thead>
<tbody>
<tr>
<td>Team Leader</td>
<td>Team Leader</td>
</tr>
<tr>
<td>Coach</td>
<td>Coach, Personal Coach</td>
</tr>
<tr>
<td>Technical Personnel</td>
<td>Tech Personnel, Sport Specific Roles (Golf Caddy, Groom, etc.)</td>
</tr>
<tr>
<td>Administrative Personnel</td>
<td>Admin Personnel; Non-medical Performance Staff</td>
</tr>
<tr>
<td>Medical Staff</td>
<td>Doctor, Physiotherapist, Medical Personnel, Massage Therapist, etc.</td>
</tr>
</tbody>
</table>

These procedures provide for selection of the USA Field Hockey’s **Games Staff** [Team Leader, Coach(es), and/or (# of) Additional Officials] for the 2019 Pan American 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.

<table>
<thead>
<tr>
<th>USOC Role Name - (Games Function)</th>
<th>Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Head Coach</td>
<td>Prepare athletes/teams for success on the field of play and line manages all staff</td>
</tr>
<tr>
<td>Assistant Coach</td>
<td>Will assist the Head Coach with all training and competition preparation (technical, tactical coaching, opposition analysis, player briefings, debriefings, feedback) as well as game day preparation, coaching and management.</td>
</tr>
<tr>
<td>Assistant Coach</td>
<td>Will assist the Head Coach with all training and competition preparation (goalkeepers, technical, tactical coaching, opposition analysis, player briefings, debriefings, feedback) as well as game day preparation, coaching and management.</td>
</tr>
<tr>
<td>Strength and Conditioning Coach</td>
<td>Will lead physical conditioning and periodization of athletes up to and during competition, lead recovery and mobility sessions, collect, analyze and monitor all athlete data including physical loading and performance impact (GPS) during matches, heart rates, readiness to perform, hydration, RPE, and inform coaches as to readiness of athletes from match to match, lead match day warm ups and cool downs.</td>
</tr>
<tr>
<td>Performance Analyst</td>
<td>Will video all women’s tournament matches, code and analyze specific instances for the purposes of coach opposition analysis preparation.</td>
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<tr>
<td>---------------------</td>
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</tr>
<tr>
<td>Athletic Trainer</td>
<td>Will provide acute injury management, treatment and rehabilitation to athletes and recovery throughout training and competition.</td>
</tr>
<tr>
<td>Team Leader</td>
<td>Serve as primary point of contact and liaison between the USOC and NGB/HPMO/PSO before, during and after the Games.</td>
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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 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 a currently employed staff member or contractor of the NGB/HPMO/PSO.

2.14. Be listed on NGB’s/HPMO’s/PSO’s Long List and must successfully complete all Games Registration requirements by stated deadlines.

2.15. Participate in USADA training as required for position (if applicable).

2.16. Successfully complete the USOC’s Safe Sport training.
2.17. Possess experience across international women’s field hockey in a training and competition environment.

In addition, Medical Personnel must:

2.18. Possess the appropriate certifications.
2.19. 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).
2.21. Be approved for nomination through the USOC’s Sports Medicine Division.
2.22. Possess sports medical experience with high performance athletes.
2.23. Possess experience traveling internationally with an international field hockey teams, including female athletes.

In addition, Coaches Must:

2.22. Possess a high level of specific technical and tactical knowledge of the sport.
2.23. Must have demonstrated success at national or international level and strong technical, tactical and opposition analysis understanding. Previous tournament experience and administrative skills are also preferred.

In addition, Technical Personnel Must (i.e. Ski Tech, Video Tech, etc.):

2.24. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.
2.25. Must have proven capability and experience in videoing international field hockey, knowledge of the game, using sports code and is familiar with coding, analyzing and summarizing reports as required by the coaching staff.

In addition, Other Positions (i.e. Team Managers, Nutritionists, Sport Specific roles, etc.) must:

2.26. Possess appropriate experience and/or certifications relative to the position/area of expertise for which they may be nominated.
2.27. Strength and Conditioning Coach – must possess experience with operating, downloading, analyzing and applying GPS, heart rate, RPE, restwise data to aid with aid to monitoring and maintenance of international female field hockey athletes.
2.28. Team Manager must meet all the administrative criteria in 2.1 through 2.17.
3. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Games Staff position(s):

NGB/HPMO/PSO will not solicit applications for the Games Staff position(s). The Games Staff position(s) will be filled by current NGB/HPMO/PSO employees and/or contractors who currently fill these roles; meet the respective criteria in Section 2; and based on the needs of the team.

4. 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.

4.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to the NGB/HPMO/PSO Executive Director/CEO/President.

4.2. 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.

4.3. Inability to perform the duties required.

4.4. Violation of the NGB’s/HPMO’s/PSO Code of Conduct.

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.

5. 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.

6. Which group/committee will make the final approval of the Games Staff position(s)?
The USA Field Hockey Executive Director will make the final approval.

7. 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.

8. 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 USOC on or before:

May 6, 2019.

9. 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:

9.1. Web site: www.usafieldhockey.com These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.

9.2. Other (if any): N/A

<table>
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<th>Print Name</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>NGB/HPMO/PSO President or CEO/Executive Director</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>USOC Athletes’ Advisory Council Representative*</td>
<td></td>
<td></td>
<td></td>
</tr>
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* 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 must designate an athlete from that sport to review and sign the Selection Procedures.
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<tr>
<td>NGB/HPMO/PSO President or CEO/Executive Director</td>
<td>Simon</td>
<td></td>
<td>11/30/17</td>
</tr>
<tr>
<td>USOC Athletes’ Advisory Council Representative*</td>
<td>Shawn Hindy</td>
<td></td>
<td>11/30/17</td>
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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 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). 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
• 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