

**USA TABLE TENNIS  
TEAM LEADER/COACH SELECTION PROCEDURES  
2016 OLYMPIC GAMES  
APRIL 26, 2016**

These procedures provide for selection of USA Table Tennis' (USATT's) **Team Leader/Coach(es)** for the 2016 Olympic Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

**1. What are USATT's criteria for Team Leader/Coach positions?**

Team Leader/Coach 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 NGB/HPMO 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 a minimum of seven (7) days prior to the 2016 Rio Olympic Games through the entire duration of the Games.
- 1.4 Have high level, specific technical and tactical knowledge of the sport
- 1.5 Have thorough knowledge and understanding of the IF rules and regulations governing the sport.
- 1.6 Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 1.7 Be available to attend the US National Championships from July 4 - 9, 2016 in Las Vegas, NV.
- 1.8 Be available for a minimum of ten (10) hours a week beginning May 16, 2016 for consultative meetings and teleconferences with the High Performance Director and US Olympic athletes (and their local coaches, as necessary).
- 1.9 Be a member of the USATT National Coaching Program.
- 1.10 Have experience and proven ability coaching table tennis teams at the national and international levels.
- 1.11 Have comprehensive knowledge of the USATT Athlete Selection Procedures and the applicable Table Tennis Olympic Qualification System and/or Technical Manual for the relevant Games.
- 1.12 Have a proven ability to establish harmonious relationships with athletes and other Team personnel.

- 1.13 Have the ability to work effectively with the USOC.
- 1.14 Have strong administrative, communication and organizational capabilities/skills.
- 1.15 Prepare Men's and Women's Olympic Team members, including coordinating training and other Games-related preparation.
- 1.16 Coach both Men's and Women's Olympic Team members at the 2016 Olympic Games.
- 1.17 Be responsible for Team's adherence to all rules regarding discipline at the Games.
- 1.18 Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
- 1.19 Have USATT's approval to make financial decisions regarding the Team.

**2. Describe the process that candidates should follow to express interest in being considered for the Team Leader/Coach position:**

Interested candidates must submit a Letter of Interest to Cory Eider, High Performance Director, USATT, at [Cory.Eider@usatt.org](mailto:Cory.Eider@usatt.org), no later than 5:00pm MST May 8, 2016.

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

The Team Leader/Coach position is open to all members of USATT's National Coaching Program and must meet the requirements in Section 1 above to be considered for the position.

Letters of Interest will be forwarded to a Committee which is comprised of AAC and High Performance representatives. This group consists of:

- USATT High Performance Director
- Chair of the High Performance Committee
- Chair of the Athletes Advisory Council

This Committee will review the applications and make a recommendation based on who best meets the criteria set forth in this document.

**4. Describe the removal of the Team Leader/Coach:**

An individual who is to be nominated as a Team Leader/Coach by USATT may be removed as a nominee for any of the following reasons, as determined by USATT:

- 4.1 Voluntary withdrawal. Team Leader/Coach nominee must submit a written letter to Gordon Kaye, USATT CEO, at Gordon.Kaye@usatt.org.
- 4.2 Injury or illness as certified by a physician (or medical staff) approved by USATT. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USATT, 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 USATT's Code of Conduct - **Attachment 1**

Once a Team Leader/Coach nomination is accepted by the USOC, the USOC has jurisdiction over the Team Leader/Coach, at which time, in addition to any applicable NGB/HPMO 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://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman/Resources/Code-of-Conduct>

<http://www.teamusa.org/Footer/Legal/Governance-Documents>

**5. Describe the replacement of a Team Leader/Coach:**

In the event that a Nominated Team Leader/Coach is unable to perform the duties of Team Leader/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 Team Leader/Coach?**

The USATT CEO/Secretary General will make the final approval(s).

**7. Conflict of Interest:**

Any individual who is being considered for a Team Leader/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 Team Leader/Coach.

**8. Date of Nomination:**

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

May 16, 2016

**9. Publicity/Distribution of Procedures:**

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

- 9.1. Web site: [www.usatt.org](http://www.usatt.org)  
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): USATT social media

<b>Position</b>	<b>Print Name</b>	<b>Signature</b>	<b>Date</b>
NGB/HPMO President or CEO/Executive Director			
USOC Athletes' Advisory Council Representative*			

\* 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.

**Attachment 1**  
**USA Table Tennis**  
**Team Leader/Coach Code of Conduct**

**TEAM LEADER/COACH PLEDGE**

I pledge to uphold the USA Table Tennis Code of Conduct (the “Code”) as a guide to my conduct as the Team Leader/Coach of the 2016 Olympic Games Team.

I acknowledge that I have a right to a hearing if I am charged with a violation of this Code. I further acknowledge that if I am found to be in violation of this Code, I may be subject to sanctions up to and including suspension or dismissal as the 2016 Olympic Games Team’s coach.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to the 2016 Olympic Games Team.

**IN ORDER TO BECOME A MEMBER OF THE TEAM, AN INDIVIDUAL MUST SIGN THIS CODE OF CONDUCT IN UNALTERED FORM IN ALL APPLICABLE PLACES.**

**As Team Leader/Coach of the Team, I hereby promise and agree that I:**

- have abided by all rules related to the Team Leader/Coach selection procedures as determined by USA Table Tennis and approved by the USOC;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- will not aid any athlete in committing a doping violation as defined by the World Anti-Doping Agency (WADA), United States Anti-Doping Agency (USADA), my International Federation (IF), as appropriate, Pan American Sports Organization (PASO) or USOC rules;
- have never been convicted of violating a criminal law and have no pending indictment or a pending charge, except as I have listed on Attachment A (except for misdemeanors, which, if known, would not be a factor in my selection as Team Leader/Coach), and I understand that such conviction, indictment or criminal charge may be cause for my not being selected as coach for the Team;
- possess a valid USA passport that does not expire until at least six months after the conclusion of the 2016 Games.
- will respect the property of others whether personal or public;
- will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;

- am aware that USA Table Tennis sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USA Table Tennis apparel at all official Team functions and events;
- will not conceal or cover-up any USA Table Tennis sponsor, supplier or licensee brand or other identification appearing on my USA Table Tennis apparel;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USA Table Tennis under conditions authorized by USA Table Tennis and give event organizers and USA Table Tennis the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success of the team on which I lead/coach; in no event may USA Table Tennis or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USA Table Tennis apparel or equipment or the use of the USA Table Tennis logo for the purpose of trade, without the prior written consent of USA Table Tennis (which consent shall not be unreasonably withheld);
- will act in a way that will bring respect and honor to myself, my Team, USA Table Tennis and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.

**PARTICIPANTS' AFFIRMATION**

I have read and accept this Code of Conduct in its unaltered form. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of the 2016 Olympic Games Team.

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Signature \_\_\_\_\_ Date \_\_\_\_\_

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Coach's Name (print) \_\_\_\_\_

USA Table Tennis Representative  
 Signature \_\_\_\_\_

Name and title (print) \_\_\_\_\_

# ATTACHMENT A