

**USA Table Tennis**  
**TEAM LEADER SELECTION PROCEDURES**  
**2016 Rio Paralympic Games**  
**March 7, 2016**

These procedures provide for selection of USA Table Tennis Team Leader for the 2016 Paralympic Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

1. What are the NGB's/HPMO's criteria for Team Leader position (attach a job description, if any)?

Team Leader 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. Have the ability to work effectively with the USOC.
- 1.4. Have strong administrative, communication and organizational capabilities/skills.
- 1.5. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- 1.6. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
- 1.7. Be available for entire duration of the Games.
- 1.8. Have the NGB's/HPMO's approval to make financial decisions regarding the Team.
- 1.9. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 1.10. Be qualified and prepared to act as personal care assistant, with understanding and experience working with individuals with physical and intellectual disabilities.

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

The position will be posted on USATT website and open to applicants to send resumes and letter of intent via e-mail to Gordon Kaye at [Gordon.Kaye@usatt.org](mailto:Gordon.Kaye@usatt.org) and Jasna Rather (USATT Para Program Director) at [jasna@usatt.org](mailto:jasna@usatt.org). Resumes and letters must be received no later than **March 20, 2016**. The High Performance Committee will go over all applications and select the most qualified applicant for the position.

3. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Team Leader position:

The Team Leader position requires that candidates have experience working with Paralympic table tennis athletes, the USOC as well as athletes of different physical and intellectual disabilities.

The applicant with the most experience and ability to most positively impact the team will be selected as Team Leader.

4. Describe the removal of Team Leader:

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

- 4.1. Voluntary withdrawal. Team Leader nominee must submit a written letter to the NGB CEO.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by the NGB. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB, 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 Code of Conduct (Attachment A).

Once a Team Leader nomination is accepted by the USOC, the USOC has jurisdiction over the Team Leader, 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 Team Leader:

In the event that the Nominated Team Leader is unable to perform the duties of Team Leader 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 of the Team Leader?

USATT Paralympic High Performance Committee will make the recommendation.  
HPC Committee:

Carl Danner

Jackie Lee, athlete

Tahl Leibovitz, athlete

Atilla Malek

Jasna Rather

Sean O'Neill

Stellan Bengtsson

CEO Gordan Kaye will make final approval.

7. Conflict of Interest:

Any individual who is being considered for the Team Leader 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.

8. Date of Nomination:

The Games Staff Nomination Form with the Team Leader nominee's name, including the name of a replacement (if applicable), will be submitted to the USOC on or before:

June 1, 2016

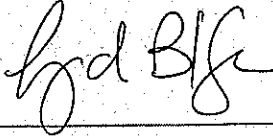
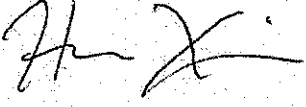
9. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by the NGB 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): N/A

Position	Print Name	Signature	Date
NGB/ HPMO President or CEO/ Executive Director	Gordon Kaye		3/8/16
USOC Athletes' Advisory Council Representative*	Han Xiao		3/8/16

\* 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.