

**USA TABLE TENNIS
COACH SELECTION PROCEDURES
2016 RIO PARALYMPIC GAMES
March 11, 2016**

These procedures provide for selection of USA Table Tennis Coach (es) for the Paralympics, Rio 2016. However, accreditation allocation is not guaranteed and the number of Coach position(s) will be based on final USOC credential allocation and overall team size.

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

Coach (es) 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 entire duration of the Games.
 - 1.4. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
 - 1.5. Have high level, specific technical and tactical knowledge of table tennis.
 - 1.6. Have thorough knowledge and understanding of the Para ITTF rules and regulations.
 - 1.7. Have experience and proven ability coaching Paralympic table tennis athletes at national and international levels.
 - 1.8. Have proven ability to work effectively with the USOC.
 - 1.9. Have strong communication and organizational capabilities/skills.
2. Describe the process that candidates should follow to express interest in being considered for a Coach position:

The USATT Para National Team has multiple Para Team Coaches. One coach will be nominated as the Head Coach for the 2016 Paralympic Games. All coaches in consideration for the Head Coach Position must meet the criteria outlined in Section 1.

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

The individual most capable of positioning the athletes for top performance who also meets the criteria outlined in Section 1 will be selected for this position. The USATT High Performance Committee will make recommendations and CEO Gordon Kaye would make the final decision.

4. Describe the removal of a Coach:

An individual who is to be nominated as a Coach 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. Coach nominee must submit a written letter to the NGB/HPMO Executive Director/CEO/President.
- 4.2. Injury or illness as certified by a physician (or medical staff) approved by the NGB/HPMO. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB/HPMO, 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 Code of Conduct (Attachment A).

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

In the event that a Nominated Coach is unable to perform the duties of 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. For the replacement/assistant coach, separate selection procedure will take place.

6. Which group/committee will make the final approval for the Coaches?

USATT's High Performance Committee will make the recommendation.

High Performance Committee:

Carl Danner

Jackie Lee, athlete

Tahl Leibovitz, athlete

Atila Malek

Jasna Rather

Sean O'Neill

Stellan Bengtsson

CEO, Gordon Kaye will make the final approval.

7. Conflict of Interest:

Any individual who is being considered for a 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 Coach.

8. Date of Nomination:

The Games Staff Nomination Form with the nominated Coach(es) name(s), including names of any replacements (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/HPMO in the following locations:

9.1. Web site: 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			
USOC Athletes' Advisory Council Representative*	Karin Korb		03/14/16

* 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.

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	GORDON KAYE		03/14/16
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.

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