

**USA Taekwondo**  
**COACH SELECTION PROCEDURES**  
**2015 Pan American Games**  
**December 11, 2014**

These procedures provide for selection of USA Taekwondo's Coach(es) [Head Coach and Assistant Coach(es)] for the 2015 Pan American Games. However, accreditation allocation is not guaranteed and the number of Coach positions will be based on final USOC credential allocation and overall team size.

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

Coaches 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 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 a high level, specific technical and tactical knowledge of the sport, including knowledge and understanding of the IF rules and regulations governing the sport.
  - 1.6. Have proven ability to establish harmonious relationships with athletes and other Team personnel.
  - 1.7. Be in good standing with USAT and the IF without prior suspensions or misconduct resulting in a yellow card and/or sanction within the past year.
  - 1.8. Have experience sitting in the chair for an athlete at a G-2 ranked competition or higher.
  - 1.9. For the Head Coach position, be the current USA Taekwondo National Team Coach.
  - 1.10. For any Assistant Coach position(s), be the personal coach of at least one athlete who is named to the 2015 Pan American Games Team.
2. Describe the process that candidates should follow to express interest in being considered for a Coach position:

For the Head Coach position, USAT will not solicit applications as this position will be filled by the current USAT National Team Coach.

For any Assistant Coach position(s), the candidate pool will be made up of personal coaches whose athlete(s) is/are named to the 2015 Pan American Games Team. Athletes must name their coach of record by April 15, 2015 in writing to USAT National Office.

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

For the Head Coach position, the USAT CEO will select the USAT National Team Coach.

For any Assistant Coach position(s), the coach(es) who has/have the highest number of athletes named to the 2015 Pan American Games Team will be selected to fill the position(s) of Assistant Coach, until all available positions\* are filled.

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

- 1) Select the coach who has the highest ranked athlete according to the World Taekwondo Federation Olympic Ranking list (<https://www.hangastar.com/WTF/WTFpublicview.aspx>) as of March 19, 2015.
- 2) Select the coach who has the next highest ranked athlete according to the World Taekwondo Federation Olympic Ranking list (<https://www.hangastar.com/WTF/WTFpublicview.aspx>) as of March 19, 2015, until any remaining positions are filled.
- 3) If a tie remains, the next coach in line with the athlete who has the highest World Taekwondo Federation World Ranking points in his/her qualifying weight division as of March 19, 2015, will be selected (<https://www.hangastar.com/WTF/WTFpublicview.aspx>).
- 4) If a tie remains, the USAT CEO, National Team Head Coach, High Performance Director and athlete representative will select the assistant coach who best meets the criteria in #1.

- \* The number of available Assistant Coaching positions will be based on the number of athletes qualified to compete at the 2015 Pan American Games, as well as the USOC's allocation of Games Staff accreditations and USAT's ability to fill other priority Games Staff positions with the number of accreditations awarded.

**4. Describe the removal of a Coach:**

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

- 4.1. Voluntary withdrawal. Coach nominee must submit a written letter to the USAT's 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 Coach nomination is accepted by the USOC, the USOC has jurisdiction over the Coach, at which time, in addition to any applicable NGB 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/For-Athletes/Athlete-Ombudsman/Games-Info>

**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 and, if applicable, come from the pool of candidates described in #3 above.

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

For the Head Coach position, the USAT CEO will select the USAT National Team Coach.

For any Assistant Coach position(s), the USAT CEO, National Team Head Coach, High Performance Director and athlete representative will select the personal coach(es) who best meet(s) the criteria in #1 and using the method described in #3.

**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:

May 22, 2015

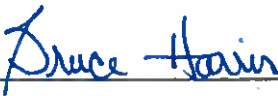

9. Publicity/Distribution of Procedures:

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

9.1. Web site: <http://www.teamusa.org/USA-Taekwondo>

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 CEO	Bruce Harris		11 Dec 14
USOC Athletes' Advisory Council Representative*	Lynda Laurin		12/11/2014

\* 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, 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 must designate an athlete from that sport to review and sign the Selection Procedures.



The following outline is the Code of Conduct for USA Taekwondo (USAT). The Code is for all athletes, coaches, tournament committee, referees and staff members to fully abide by when participating in any and all USA Taekwondo sanctioned event(s). Failure to comply with the following guidelines can result in the removal from an event, dismissal from future USAT sanctioned events, and/or the complete suspension from participation as a competitor, coach or staff member in future USAT sanctioned events.

1. One will act in a manner consistent with the spirit of fair play and responsible conduct.
2. One will acknowledge, respect and adhere to the authority of USA Taekwondo's appointed event staff and tournament staff if necessary.
3. One will fully comply with USA Taekwondo (USAT) and the World Taekwondo Federation (WTF) uniform requirement.
4. One will maintain an appropriate level of fitness to promote optimal athletic performance.
5. One will refrain from the excessive use of performance-limiting drugs, including, but not limited to, tobacco and alcohol.
6. One will refrain from using any substance on the World Anti-Doping Code, as enforced by USADA.
7. One will abide by the policies and rules established by USAT, the USOC and the World Taekwondo Federation.
8. One will respect others, including coaches, competitors, officials, and spectators.
9. One will not engage in, nor tolerate, any form of verbal, physical or sexual abuse.
10. One will respect the property of others.
11. One will refrain from illegal or inappropriate behavior that would deter from a positive image of oneself and USA Taekwondo.
12. One will maintain a positive attitude and act in a way that will bring honor to oneself, the staff, the sport of Taekwondo, USA Taekwondo and the United States of America.
13. One will remember that he/she is an ambassador of USA Taekwondo, his/her country and the Olympic movement.

USA Taekwondo recognizes that this Code does not establish a comprehensive set of rules that prescribes every aspect of appropriate behavior.

\_\_\_\_\_  
Participant's Printed Name

\_\_\_\_\_  
Participant's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Parent/Guardian's Printed Name

\_\_\_\_\_  
Parent/Guardian's Signature

\_\_\_\_\_  
Date

