

**USA Taekwondo**  
**COACH SELECTION PROCEDURES**  
**2016 Olympic Games**  
**March 10, 2016**

These procedures provide for selection of USA Taekwondo's Coach(es) for the 2016 Olympic 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. Have completed USAT's SafeSport education requirements.
- 1.4. Have completed the United States Anti-Doping Agency (USADA) Coaches' Advantage online education module.
- 1.5. Be available for entire duration of the Games.
- 1.6. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 1.7. Have high level, specific technical and tactical knowledge of the sport, including knowledge and understanding of the IF rules and regulations governing the sport.
- 1.8. Have proven ability to establish harmonious relationships with athletes and other Team personnel.
- 1.9. Be in good standing with USAT and the IF without prior suspensions or misconduct within the past year.
  - 1.9.1. Coach must be a USA Taekwondo member in good standing at the time of nomination. Good standing shall mean that the coach is not under suspension from USA Taekwondo.
  - 1.9.2. Coach must not be under a WTF-imposed suspension at the time of nomination.
    - Any public warning, sanction, suspension or yellow card that does not preclude coach from participation in a qualification event shall not infringe upon his or her selection.

- USA Taekwondo and coach shall respect and comply with the parameters of any WTF determinations, and USA Taekwondo shall not impose additional penalties on the coach from the result of a WTF determination.
- 1.10. Have experience sitting in the chair for an athlete at a World Class G-2 ranked competition or higher.
  - 1.11 For all Coach position(s), Nominated Athletes to the 2016 Olympic Games Team must identify both a Primary Personal Coach and Secondary Personal Coach, in writing to USAT, no later than March 25

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

No process will be utilized as Candidates will be coach(es) of record as described in 1.11

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

The pool will consist of only Primary Personal Coaches of nominated athletes. Primary Personal Coaches will be ranked according to the criteria below. Secondary Coaches will only be considered in the event a replacement is needed as described in section #5 below.

In the instance there are more coaches than accreditations the Primary Personal coaches will be ranked utilizing the following criteria and selected in rank order up to the number of available accreditations

The criteria below are listed in no priority order.

- Coach win and loss record at G-2 competitions and higher
- Coach knowledge of athlete's technical game
- Coach knowledge of other players in athletes' weight division.
- Coach ability to train with athlete prior to Olympic Games.
- Coach ability to work with the other athletes and coaches on the team.

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 Executive Director.
- 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/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 **Primary** Personal Coach as described in #1 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 will be the Secondary Personal Coach of the affected Nominated Athlete, provided they meet all of the criteria listed in #1 above.

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

For all Coach position(s), including replacement coaches, the final approval will be made by the USAT Executive Director and Athlete Representative.

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:

April 1, 2016

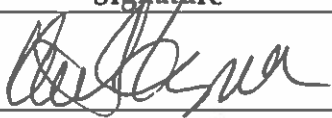

9. Publicity/Distribution of Procedures:

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

9.1. Web site: <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 Executive Director	Keith Ferguson		3-11-2016
USOC Athletes' Advisory Council Representative*	Lynda Laurin		3/11/2016

\* 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.

Attachment A



**USA TAEKWONDO CODE OF CONDUCT**

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 use of any 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