

USA Taekwondo
COACH SELECTION PROCEDURES
2012 Olympic Games
January 25, 2012

These procedures provide for selection of up to two (2) USA Taekwondo Head Coaches for the 2012 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 approved USOC Games Background Check that is valid through the Closing Ceremonies of the Games.
 - 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. Be responsible for team's adherence to all rules regarding discipline at the Games.
 - 1.6. Fulfill all duties and requirements of the USOC.
 - 1.7. Be familiar with the rules of the International Federation.
 - 1.8. Be a USAT member in good standing.
 - 1.9. Have completed the highest level of certification through the Coach Identification and Development Program (CIDP).
 - 1.10. Possess international coaching experience with USA Taekwondo National Teams.
 - 1.11. Have a proven track record with athletes on a USA Taekwondo National Team and international coaching experience (See attached job description - ATTACHMENT A).
2. Describe the process that candidates should follow to express interest in being considered for a Coach position:

These positions are not publicized or posted.

If up to two (2) accreditations are allocated for Head Coach positions, filling the positions will be based upon the National Team Coach job description and will be filled by the National Team Coach(es).

If the National Team Coach(es) is/are not available, or if a National Team Coach has to be replaced, coach positions will be filled by individuals from within the National Team Assistant Coach pool.

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

If up to two (2) accreditations are allocated for coaching positions, the CEO of USA Taekwondo will recommend the National Team Coaches to fill the Head Coach positions.

If any coaching position needs to be filled by an individual from within the National Team Assistant Coach pool (see scenarios in #2), the National Team Coaches and USAT's Director of High Performance will determine the best suited candidate(s) based on the criteria outlined in #1 above from individuals within the National Team Assistant Coach pool and make their recommendations to USA Taekwondo's CEO and AAC Representative.

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 NGB Executive Director/CEO/President.
- 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 B).

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/about-usoc/athlete-ombudsman/olympic-paralympic-and-pan-am-games-information>.

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?

If the Coach position(s) is/are filled by the National Team Coach(es), the USAT's CEO will provide the final approval.

If a Coach position is to be filled by an individual from within the National Team Assistant Coach pool, the USAT's CEO, Director of High Performance and an Athlete Representative will provide 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:

March 15, 2012

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.usa-taekwondo.us

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): USA Taekwondo Online Magazine

Position	Print Name	Signature	Date
NGB President or CEO/Executive Director	ERIC PARTHEN		2/22/12
USOC Athletes' Advisory Council Representative*	BARB KUNZEL		2-2-12

* 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

National Team Coaches

As per the 2009 - 2012 High Performance Plan, it is the responsibility of the National Team Coaches to provide coaching, planning and technical content for USAT National Teams and athlete and Coach Identification & Development Programs that is in concert with the High Performance initiatives as planned out by the High Performance Department & USAT CEO.

Duties & Responsibilities of National Team Coach:

National Team Coaches – National Teams

1. Provide input with the development of the USAT High Performance Plan
2. Provide input and guidance as it pertains to National Team selection, training, preparation and competition
3. Provide coaching and mentoring of National Team athletes and coaches during all National Team functions and competitions
4. In conjunction with appointed National Team coaches, organize and conduct all National Team training sessions
5. Attend and provide National Team coaching at all required camps
6. Evaluate all National Team athletes with Athlete Evaluation Profile and provide feedback
7. Organize and facilitate all National Team analysis with Dartfish and share with athletes and assistant coaches
8. Develop and monitor the Athlete Development periodization plan leading into the competition
9. Develop athlete preparation training, tapering and weight control strategies
10. Work with High Performance Staff and the USOC's Sport Performance Division to create a Performance Enhancement Team.

National Team Coaches – Coach Development

1. Assist with coach identification and training
2. Provide technical content, guidance and delivery of Coach Identification & Development Program (CIDP) seminars through High Level Training Centers
3. Train CIDP presenters on technical content and presentation format
4. Serve as a presenter at CIDP seminars

National Team Coaches – Athlete Development

1. Assist with athlete identification, recruitment & retention
2. Provide technical guidance and coaching at all USAT athlete development camps.
3. Provide Athlete Evaluations and feedback to athletes at each camp

National Team Coaches – Miscellaneous

1. When appropriate, speaking on behalf of USAT to members of the media and members of the Taekwondo and sport community
2. Adhering to the USAT Code of Conduct and exemplifying the Five Tenets of Taekwondo
3. Writing and submitting in a timely manner to the USAT CEO, a National Team Coaches report concerning all events.

USA Taekwondo Code of Conduct

ATHLETE & STAFF PLEDGE

I pledge to uphold the spirit of the USA Taekwondo Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA National Team (the “Team”). I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

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

As a Member of the Team, I hereby promise and agree that I:

- will abide by all published rules related to the Team selection procedures as approved by USA Taekwondo;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- will submit to a physical examination by USA Taekwondo medical personnel if my ability to compete is compromised due to physical injury and I understand that such injury may be cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the Team.
- will not commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic Committee (USOC) or the World Taekwondo Federation rules;
- am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
- 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 participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;

- am eligible to compete under the rules of World Taekwondo Federation;
- am in possession of a valid USA passport, that will not expire prior to six months following the conclusion of the international competition, should I be chosen for an international team that requires a passport;
- will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- 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;
- will follow my Team's written rules, including by way of example, rules regarding curfew, required attendance at team meetings, consumption of alcoholic beverages and prohibitions on the release of confidential team information;
- am aware that USA Taekwondo sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USA Taekwondo apparel at all official Team functions and events;
- will not conceal or cover-up any USA Taekwondo sponsor, supplier or licensee brand or other identification appearing on my USA Taekwondo apparel;
- will abide by the rules of the World Taekwondo Federation concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos.
- agree to be filmed and photographed by the official photographer(s) and network(s) of USA Taekwondo under conditions authorized by USA Taekwondo and give event organizers and USA Taekwondo 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 compete; in no event may USA Taekwondo 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 Taekwondo apparel or equipment or the use of the USA Taekwondo logo for the purpose of trade, without the prior written consent of USA Taekwondo;
- will attempt to participate in media activities if compatible with my training and competitive schedule, when requested by USA Taekwondo;

- understand that if I require legal representation because I am accused of a doping violation or am accused of criminal misconduct, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- will act in a way that will bring respect and honor to myself, my teammates, USA Taekwondo and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.

ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman, toll free at 888.ATHLETE (1.888.284.5383) or John.Ruger@usoc.org for further information regarding my rights under this Code that are not answered by USA Taekwondo.

PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct. 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 Team.

Signature

Date

Print Name

PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)

Signature

Date

Print Name and Relationship (Parent or Guardian)